

INDUSTRY

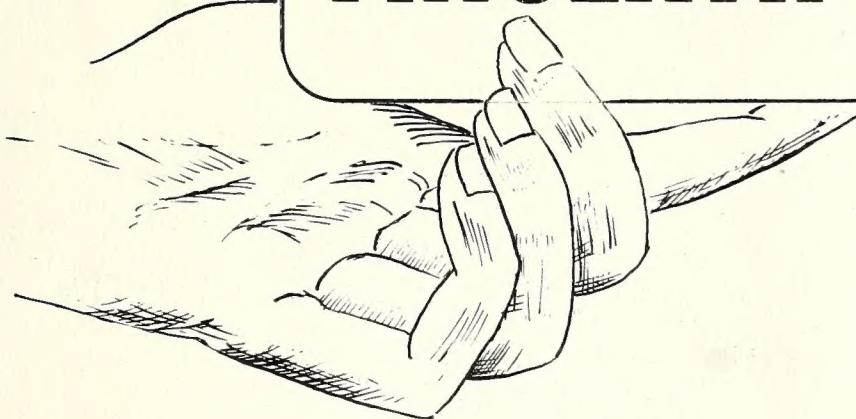
THE
INDUSTRIAL
SURVEY

HV1711
I



AMERICAN FOUNDATION
FOR THE BLIND INC.

INDUSTRY at their **FINGERTIPS**



Prepared by
Department of Public Information
and Department of Special Services
Illinois Division of Vocational Rehabilitation

FRANK G. THOMPSON—Chairman
Board of Vocational Education

State of Illinois

DWIGHT H. GREEN . . . GOVERNOR

*The Illinois Division of Vocational Rehabilitation
wishes to express its sincere gratitude to the Illinois
employers whose interest and cooperation made this
book possible*

E. C. CLINE

**State Supervisor
Division of Vocational Rehabilitation**

FRANK G. THOMPSON
Chairman Board of Vocational Education

HV 1711

I
copy one



OFFICE OF THE GOVERNOR
SPRINGFIELD

February 2, 1948

DWIGHT H. GREEN
GOVERNOR

A MESSAGE BY THE GOVERNOR
TO EVERY ILLINOIS EMPLOYER:

Rehabilitation of the blind and visually handicapped was long neglected because of the popular misconception that these people were helpless and therefore must be wards of charity.

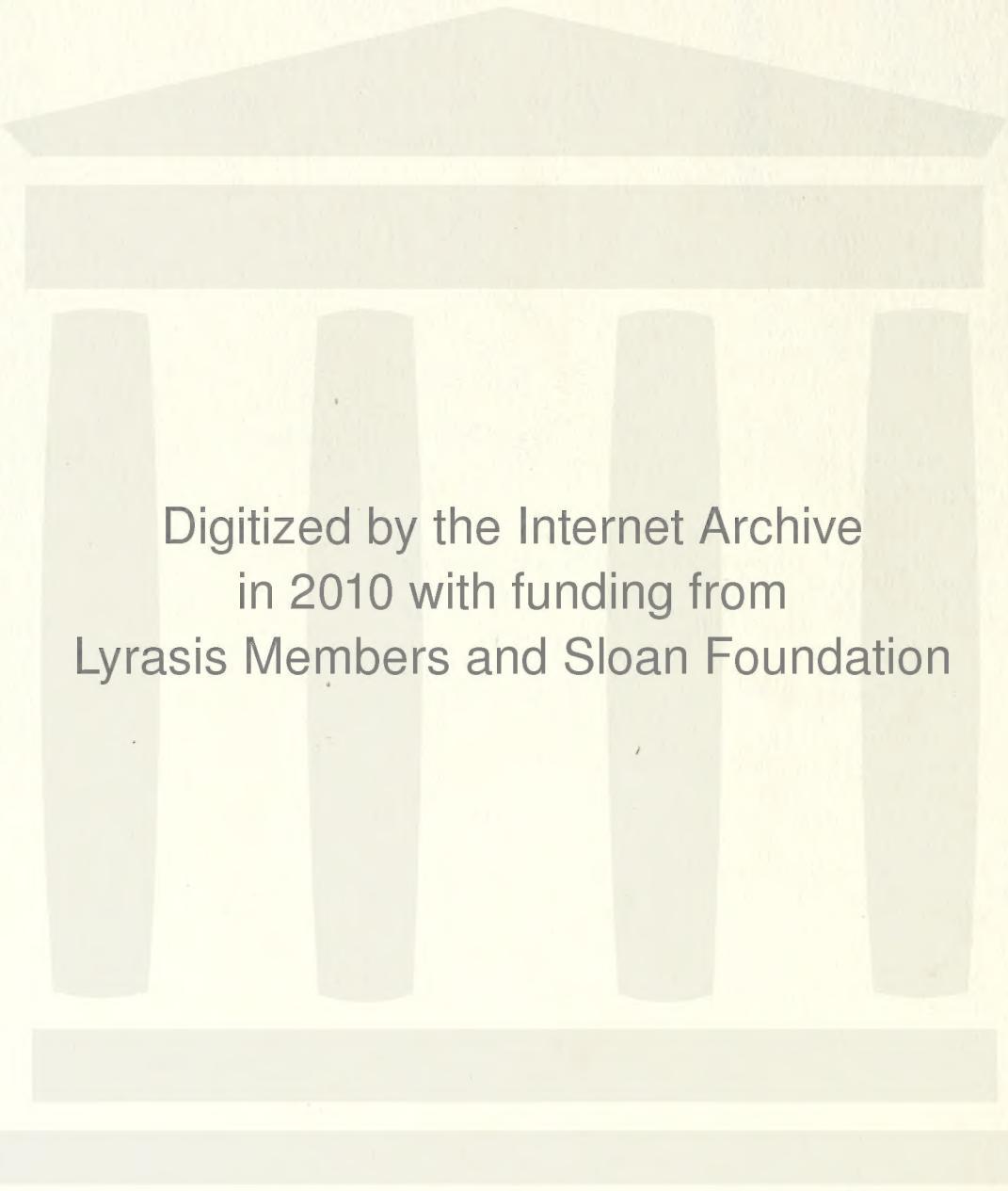
Illinois, however, has accepted the challenge of providing its blind citizens with the same opportunity to realize their fullest social usefulness and to achieve financial security, as is afforded all other citizens.

Through the services of the Division of Vocational Rehabilitation, the State of Illinois thus strives to integrate its blind into the general population pattern of economic and social independence and self-respect.

Even though handicapped, the individual retains a sound body and mind, with abilities, experience, interests, and ambitions which must be utilized to contribute to the economic wealth and to the welfare of the community, State and nation.

A graphic story of how blind citizens of Illinois are making valuable contributions to business and industry, supported by testimonials of their employers, is revealed in the following pages.

Dwight H. Green
Governor



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<http://www.archive.org/details/industryattheirf00illi>



State of Illinois
Dwight H. Green, Governor
Department of Registration and Education
Springfield

February 4, 1948

FRANK G. THOMPSON
DIRECTOR

A MESSAGE BY THE CHAIRMAN OF THE
BOARD FOR VOCATIONAL REHABILITATION:

The outstanding services which the Illinois Division of Vocational Rehabilitation is rendering the blind and visually handicapped in Illinois is a matter of record.

Through the Division program, blind persons are returned to remunerative employment and independence, and are thus able to solve their own problems of everyday living.

During the war years, employers readily accepted blind workers, and many of these persons achieved outstanding production records. Now, the blind must prove exceptional ability before they are accepted for employment. For this reason, more and more visually handicapped citizens are turning to the Division of Rehabilitation for vocational training.

As chairman of the Board for Vocational Rehabilitation, I have had occasion to observe the gradual change in the status of Illinois' blind and visually impaired from a position of dependency to one of productivity and economic security. It is a proud achievement, both for the State and for the individuals concerned.

Rehabilitation of the blind contributes further to the general welfare by providing employers with the opportunity to hire workers who can start meeting production schedules immediately. Employers who have utilized this new source of man power are now reaping the benefits of their foresight--increased efficiency, less absenteeism and labor turnover, and lower accident rates--proof of which is contained in the pages of this book.

Frank G. Thompson

Chairman
Board for Vocational Rehabilitation

UNITED TRANSPORT SERVICE EMPLOYEES

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS
3452 SOUTH STATE STREET • CALUMET 1040 • CHICAGO 16, ILLINOIS

October
29, 1947

OFFICE OF
WILLARD S. TOWNSEND
INTERNATIONAL PRESIDENT

Mr. A. C. Sheltes, Supv.
Training & Placement
Illinois State Division of
Rehabilitation
528 S. Wells Street
Chicago, Illinois

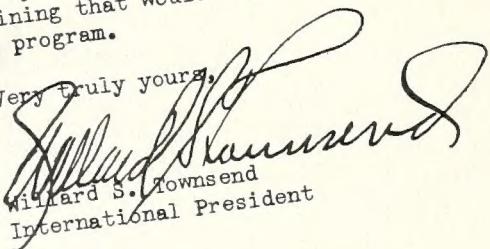
Dear Mr. Sheltes:

Your very splendid work with the handicapped--specifically the blind--was recently brought to my attention, and I should like to add my word of commendation and endorsement as an International Union, to that of our Regional Office.

I note too that you report meeting with some resistance from employers in placing some of your people--even after they have been trained and found completely capable--ostensible reasons given being that unions are reluctant to take them.

I doubt seriously that any union's denial of membership to a worker would be based solely on such handicap as blindness. Speaking for our union, I can say, without reservation, that we would be happy to extend the privilege of membership or employment to a worker of this group fortunate enough to qualify for employment in a plant covered by this union, or possessing a skill or the training that would aid us in carrying forward our program.

Very truly yours,


Willard S. Townsend
International President

WST/dtl

CHICAGO JOINT BOARD
Amalgamated Clothing Workers of America

SAMUEL LEVIN
Manager
CHARLES H. BURR
Sec'y-Treas.
Telephone
Haymarket 8320



ABE BECK
President
FRANK ERYUS
Vice Pres.
M. C. FISCH
Rec. Sec'y

September 30, 1947

Division of Vocational Rehabilitation,
528 South Wells Street,
Chicago 7, Illinois

Gentlemen:

Mr. Michael Mann, Regional Director of the Congress of Industrial Organizations, for the State of Illinois, has sent me a letter you addressed to his office on September 17, relative to blind workers.

I am pleased to advise you that there is nothing in the rules, or regulations under which the Amalgamated Clothing Workers of America functions which prohibits, hinders, or bars the employment of blind workers in any shop affiliated with the ACWA, provided they are capable of performing the required work.

Very truly yours,

SAMUEL LEVIN,
Manager,
CHICAGO JOINT BOARD
A C W A.

CC: Mr. Michael Mann

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CHICAGO FEDERATION OF LABOR

666 LAKE SHORE DRIVE—20TH FLOOR
 CHICAGO 11, ILL

TELEPHONES
 SUPERior 5300-1-2-3

Meets First Tuesday,
 at 8 P. M. in Musicians' Hall.
 175 W. Washington St.

Mr. A. C. Scheltes
 Supervisor of Training & Placement
 Division of Rehabilitation
 528 South Wells Street
 Chicago 7, Illinois

Dear Mr. Scheltes:

I received your recent communication, advising me that the Illinois State Division of Vocational Rehabilitation is developing a book of testimonials and pictures of capable blind persons in competitive industry, and requesting a statement on this subject matter from me.

The effective work being done by your department has interested me greatly, and I realize more and more the extent to which placements of handicapped workers may be made in normal, diversified private employment.

I can assure you that there is nothing in the constitutions, rules or regulations governing local unions affiliated with the Chicago Federation of Labor and the American Federation of Labor which would prohibit a capable blind person from working in any industry where we have organized.

Please accept our sincere good wishes for continued success in your placement program for the blind in the State of Illinois.

Very truly yours,

W. A. Lee
 President
 Chicago Federation of Labor

WAL/L

ceiu #28/afl

JULIUS CRANE
Manager
ROCCO COSTELLO
President
GENE BARILE
Sec'y.Treas.
JACK SPIEGEL
Organizational Director

CHICAGO JOINT COUNCIL NO. 25
**UNITED SHOE WORKERS
OF AMERICA, C.I.O.**

JAMES BRINGLE
Business Agent
CLIFFORD JOHNSON
Business Agent
ANDREW MANALE
Business Agent
CLELL TADE
Business Agent

1632 Milwaukee Ave. • Chicago 47, Ill. • Armitage 3670

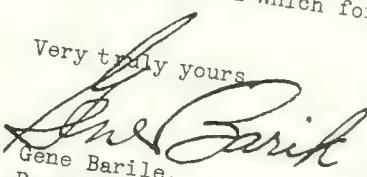
October 21, 1947

A. C. Scheltes, Supervisor of Training & Placement
Illinois State Division of Rehabilitation
528 S. Wells St.
Chicago, Ill.

Dear Sir:

It has been brought to my attention that some manufacturers refuse to place blind people on jobs that they can perform allegedly because the labor union representing the workers would not allow blind people to become members of the union.

Please be advised that there is nothing in our by-laws or constitution either expressed or implied which forbids membership in our organization.

Very truly yours,

Gene Barile,
Regional Director

GB:bm
uopwa24cio

HURLEY MACHINE DIVISION

ELECTRIC HOUSEHOLD UTILITIES CORPORATION

MANUFACTURERS OF  HOME LAUNDRY EQUIPMENT

CABLE ADDRESS HURLECHINE

General Offices
54TH AVENUE AND CERMAK ROAD
CHICAGO

In reply refer to

August 16, 1946

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
Chicago, Illinois

Dear Mr. Scheltes:

We wish to thank you again for the excellent blind employees you have secured for us and for your help in getting them started on the job.

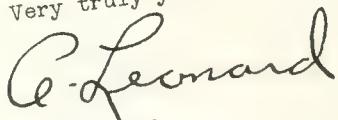
We now have several of these people working in different departments and find the quantity and quality of their work equal to, if not better than, the work of sighted people. We now have blind people working as assemblers, inspectors, sanding machine and crimping machine operators.

Our insurance company covers these people after they have signed a statement electing to be covered by the Workmen's Compensation Act. We have heard of no resentment from the other employees or the Union because of these people being employed but believe they will act as a morale builder. We are paying them the same as sighted people for the same work and everyone concerned seems well satisfied.

From time to time you will probably be hearing from me as I will appreciate your help in securing other employees such as you have recommended to us.

Thanking you again, I remain,

Very truly yours,



A. Leonard
Personnel Director

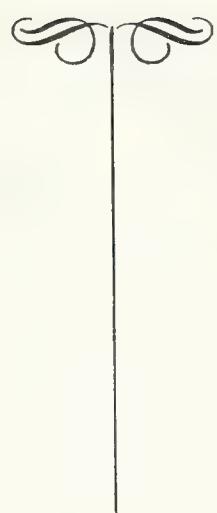
AL:be

NEWARK PHILADELPHIA PITTSBURGH DETROIT SEATTLE PORTLAND SAN FRANCISCO LOS ANGELES TORONTO LONDON

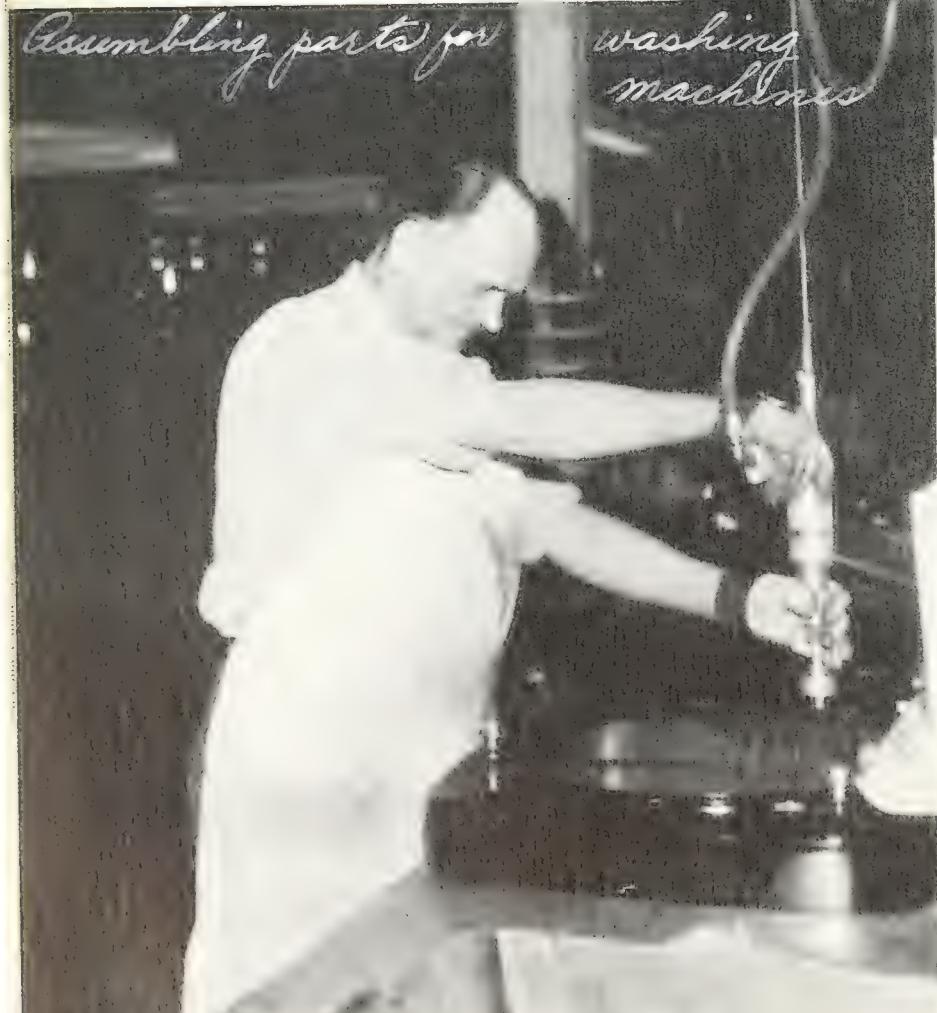
*Mechanical Press and
Bearing Machine Of*



Assembling automatic
dials for washing
machines



Assembling parts for
washing machines



*Crimping machine
operator*



Packager of machine parts



Drill Press Operator
and strap - buck
assembly man



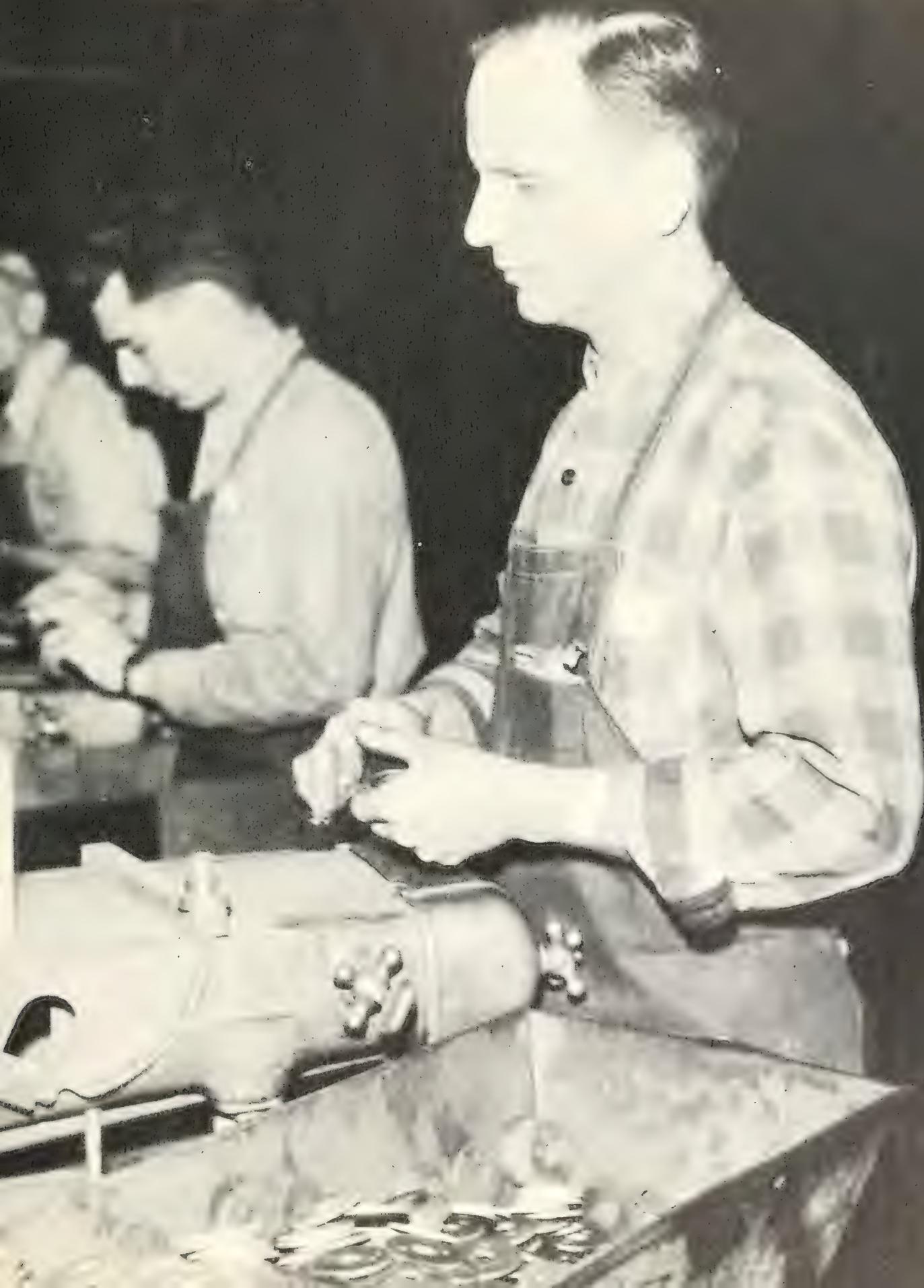
Reaming machine operator
for small parts



*Folding and inserting
literature in
envelopes*



Bench Sander Operator



PHONE CANAL 2371-2

CABLE ADDRESS "HINSCO"



April 4, 1947

A. C. Scheltes
Supervisor of Training & Placement
Division of Rehabilitation
Chicago, Office

Dear Sir:

Your letter of March 7, has been brought to my attention to advise you as to the ability and type of work the partially blind and the totally blind people are doing in our plant. We are happy to state that any work they are assigned to which is mostly assembly, their work compares very favorably with that of the sighted workers and in many cases they are superior.

Our Safety Engineer and the Chairman of the plant Union, both will bear me out in this statement.

Trusting this is the information you desire,
we are

Very truly yours,

HINSDALE MANUFACTURING COMPANY

Mel F. Burr

Mel F. Burr
Vice President-General Manager

MKB:LF

Phone CENtral 5765

UNITED RAILROAD WORKERS of AMERICA
C. I. O.

A. B. MARTIN
National Director of
Railroad Organization

ROOM 415, ENGINEERING BUILDING
205 W. WACKER DRIVE
CHICAGO 6, ILL.

Mr. A. C. Scheltes
Supervisor of Training & Replacement
Illinois State Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

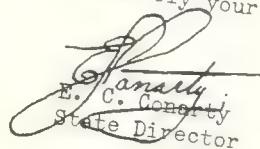
October 17, 1947

Dear Sir:

Relative to our telephone conversation of this date in regard to the policy of the United Railroad Workers of America, CIO, as it applies to membership eligibility.

It is the policy of the United Railroad Workers of America, CIO, to accept all workers in the non-operating departments of the railroad industry who are not classified as supervisors, into membership. The railroad companies employ every potential member and the United Railroad Workers of America, CIO, accepts every person into membership who is employed by the railroad companies, regardless of race, color, religion, or physical handicaps.

Sincerely yours,


E. C. Connelly
State Director

ECC:mam

Majestic

RADIO & TELEVISION CORPORATION

Having had occasion to check the progress recently of several of our new employees it occurred to me that you would be interested in at least part of the investigation.

As you no doubt will recall, on August 19, 1946 we employed Erwin Condon who was referred to us by your division. I am frank to admit that I was skeptical at first about the advisability of placing a person handicapped by blindness for several reasons, some of which were safety, effect upon the morale of other workers, training, etc.

Since Mr. Condon entered our employ he has been employed in such occupations as wire cutting, machine operator, assembler, etc. and without a single exception Mr. Condon performed these duties in a very commendable manner. The quality and quantity of his work has been at least on a par with the work of operators with normal vision and in some cases, superior.

Mr. Condon's attendance has been excellent, as well as his attitude toward his work, fellow workers and supervisors.

I hope the above information will be helpful to you in your work of guidance and placement of other workers who may possess such handicap.

Floyd B. Byron

Floyd B. Byron
Personnel Director

MAJESTIC RADIO & TELEVISION CORPORATION

*Electric wire winding
machine*





August 20, 1946

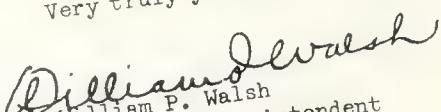
Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
Chicago, Illinois

Dear Mr. Scheltes:

I am taking this opportunity to write to you regarding Mr. Byron Webb, who has been in our employ since February 20, 1946. Mr. Webb, a blind person who was referred to our plant by your organization, has performed much better than the average sighted worker in our plant. He has not been absent or tardy once. Furthermore, his knowledge of radio and his ability to grasp the purpose of his operations makes him much more versatile than our sighted workers.

I feel that your office is deserving of much praise for the assistance you are rendering employers in furnishing men of Mr. Webb's ability. Please accept my thanks and congratulations.

Very truly yours,


William P. Walsh
Personnel Superintendent

WPW:ms

Magnetizer of permanent magnet





Stephens-Adamson Mfg. Co.

CONVEYORS · ELEVATORS · REDLER CONVEYOR-ELEVATORS · TRANSMISSION EQUIPMENT
FACTORIES AURORA, ILLINOIS - LOS ANGELES, CALIF. - BELLEVILLE, ONTARIO

AURORA, ILLINOIS

L S STEPHENS, President
R C PIERCE, Vice President
C B HURD, Vice President
F S WELLS, Secretary, Head, Gen.
C A KRAUSE, Secretary, Ass't Secretary
R W BRAUER, Ass't Secretary
R L GROUBE, Chief Engineer
M A KENDALL, Chief Engineer

November 20, 1946

Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Attn: Mr. A. C. Scheltes
Supervisor of Training and
Placement

Dear Mr. Scheltes:

As you know we have had in our employ for the past few months, a blind person by the name of Don Martin, who you recommended to us. I wish to take this opportunity of telling you how well this man has fitted into our organization.

Mr. Martin is employed by us as a Fitter in our Ball Bearing department. It is a job that has its disadvantages for a person without sight, but in a relative short time, Mr. Martin overcame these, and at the present time is doing a very commendable job. His production is above average, and his rejects are becoming less all the time. Needless to say, his attendance and strict adherence to his job, is a fine example to our employees, and his department is quite proud of the fact that he is one of their men.

It is my humble opinion that a sightless person that is placed intelligently, can become a very valuable asset to what ever organization they are put into.

Yours truly,

D.L. Stephens
STEPHENS-ADAMSON MFG. CO.
D.L. Stephens,
Personnel Director

DLS/mp

*Wheel Coupling
Assembly*





ADVANCE GLOVE MANUFACTURING CO.
A BETTER WORK GLOVE FOR EVERY PURPOSE
215 W. ONTARIO
CHICAGO 10, ILLINOIS

August 20, 1946

Division of Rehabilitation
431 S. Dearborn St., Room 805
Chicago 5, Illinois

Attention: Mr. A. C. Scheltes

Dear Mr. Scheltes:

With reference to your letter of the
12th instant regarding Mr. Leander Sweet, he
has been in our steady employ since 5-21-45.

We have found him a very steady and
conscientious worker. His production record is
about equal to that of those with complete sight
doing comparable work. We have found blind people
can do this particular type of work very well and
would not hesitate to hire more blind people if we
had enough additional work.

Thanking you for your many kind favors
and with kind regards, I am

Very truly yours,

ADVANCE GLOVE MANUFACTURING CO.

I. Singer
I. Singer

IS:as

Factories at
DETROIT, MICH
TOLEDO, OHIO
CHICAGO, ILL
ROME, GA.



Glove
Turner

STATE OF ILLINOIS
DWIGHT H. GREEN, GOVERNOR
BOARD FOR VOCATIONAL EDUCATION
DIVISION OF REHABILITATION

DEFOREST O'DELL
STATE SUPERVISOR
408 ILLINOIS BUILDING
SPRINGFIELD
TELEPHONE 6611 — STATIONS 662 AND 663

November 13, 1946

Mr. Adrian C. Scheltes, Supervisor of
Training and Placement of the Blind
Division of Vocational Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Dear Mr. Scheltes:

Because of your experience and successful attempts in placing blind individuals in suitable positions I thought that you might be interested in a brief statement about the excellent work which Miss Mary Simpson, who is our dictaphone operator, has performed for the last several months.

Miss Simpson was employed in June, 1946, as a full-time dictaphone operator for the Physical Restoration Department in our Chicago Office. This work involves a large amount of daily dictation in the form of memoranda and letters in which is included considerable medical terminology. This is the first full-time remunerative work which Miss Simpson has attempted. Despite these factors and her total blindness, which has meant an adjustment to living in Chicago, she has performed her work in a most efficient manner. She is able to keep current with the dictation given to her, has learned medical terminology well and does very neat typing with a very minimum number of errors. Her spelling is probably above average.

Miss Simpson's work habits are very good for she is always on time and has a sense of responsibility for her work. She has made a good adjustment to the office situation and is well liked by the office personnel.

I sincerely hope that should occasion ever arise, the above information may be of some help to you in arranging similar placements for other blind persons trained for dictaphone work.

Very truly yours,

Evelyn Horan

Evelyn Horan
Medical Rehabilitation Consultant
Division of Rehabilitation
528 South Wells Street
Chicago 7, Illinois

*Dictaphone
Operator*



CRUVER MANUFACTURING
COMPANY
2460 JACKSON BLVD., CHICAGO, 12, ILLINOIS
SEELEY 1300

April 14, 1947

Mr. A. C. Scheltes
Supervisor Training & Placement
Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Dear Sir:

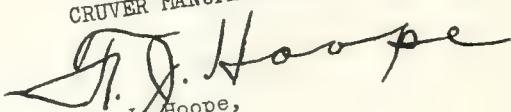
We are pleased to furnish you the report you request relative to Mildred Reynolds, the blind lady employed in our factory through the efforts of your division.

Miss Reynolds has been a most satisfactory worker. In the work assigned to her, she has excelled in performance and output other girls doing the same type of work and having the use of good sight. Miss Reynold's presence has had a good effect on the morale of the workers in our factory. She has not asked for special consideration because of her disability, but has kept steadily at her work concentrating on what she was doing and giving a consistent production performance day after day. She has been more regular in her attendance than others in the group in which she is employed. We are well pleased with Miss Reynolds and her work.

We are grateful to your Mr. Scanlon for instructing Miss Reynolds in the work she is doing. His initial survey of the job and his instruction of Miss Reynolds in the way to handle the operation, contributed in no small measure, we believe, to the creditable showing Miss Reynolds has made.

Cordially yours,

CRUVER MANUFACTURING COMPANY



F. J. Hoope,
Secretary

FJH/kw

*Costume jewelry
assembler*



Pepsodent

DIVISION OF LEVER BROTHERS COMPANY

September 17, 1946

Mr. A. C. Scheltes
Division of Rehabilitation
431 S. Dearborn St. Rm 805
Chicago 5, Illinois

Dear Mr. Scheltes:

Thank you for your letter of August 12, 1946, requesting information regarding Elmer Sandburg that you might use as a testimonial to interest other industries in the placement of blind people to work competitively with people having sight.

We are listing below the pertinent facts surrounding our employment of Elmer Sandburg:

Employed: February 12, 1945

Attendance: Total days lost - 10

Production: He has worked on three separate jobs and on two of these jobs he was doing work similar to other employees. His productivity in these two were either equal or greater than sighted workers.

His present job is one in which he replaced a sighted worker and is handling everything, that was required of his predecessor, in a satisfactory manner.

Safety: Record so far is perfect.

Attitude: His attendance and willingness to try all work assigned to him, his loyalty to job and company and various discussions we have had with him indicates a very good attitude.

Group Morale: He is accepted as one of the workers and because of his handicap and the effort he puts forth I feel that he is good for the general morale of the group with whom he is working.

In summation, he has been an all-around good employee and at no time have we had to feel charitable toward him. He has held up his end of the job and produced equal to sighted employees in comparable jobs.

Very truly yours,

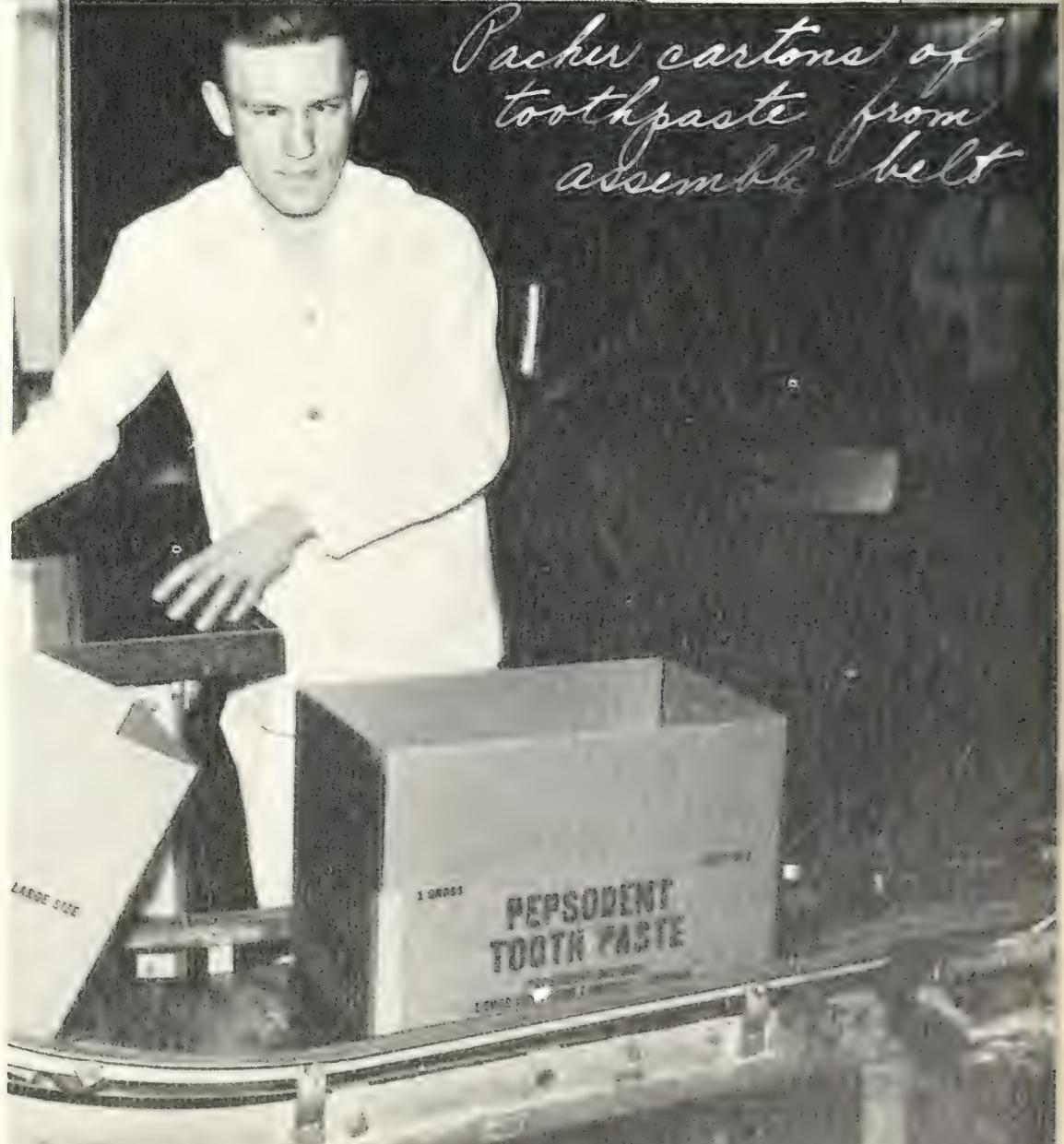
PEPSODENT DIVISION
LEVER BROTHERS COMPANY

J. Eckman
J. J. Eckman
Production Manager

WJE:LG

BOARD OF TRADE BUILDING, 141 WEST JACKSON BOULEVARD, CHICAGO 4

Packer cartons of
toothpaste from
assembly belt





SCOTT RADIO LABORATORIES INC.

4541 RAVENSWOOD AVENUE • CHICAGO 40, ILLINOIS
PHONE LONGBEACH 5172 • CABLE—SCOMACO CHICAGO

1 October 1946

Mr. A. C. Scheltes
Supervisor of Training Placement
Division of Rehabilitation Room 805
431 South Dearborn Street
Chicago 5, Illinois

Dear Mr. Scheltes:

I should like to write you regarding the manner in which Mr. Frank Daum has adapted himself to the work of dictaphone typewriting in our Export Department. Mr. Daum is at the present moment, and has been, transcribing Spanish letters from the dictaphone. These letters, of course, comprise an important link between our Export Department and our dealers and correspondents in South American Spanish speaking companies.

You will recall that Mr. Daum is completely blind. The fact that he is blind cannot be determined from the number of errors he may make or the amount of difficulty he may have with his work. Instead, we have found him to be distinguished by his considerable interest in his work and the explicit manner in which he conducts himself throughout the plant. Mr. Daum's interest has been in the capability of performing the responsible duties assigned him. At no time has he evidenced any interest in receiving the sympathy or special concessions often given to those of his handicap. About the plant he is just another one of our employees and requires no assistance in moving around, either here or to and from his work.

While a minimum of assistance is required by him in his actual work, the time consumed is small and the results of his work go far in emphasizing to us that we should not like to be without his services. The fact that he possesses an aggressive attitude toward his work and a desire to be just another employee serves to affect his fellow office employees in an interesting fashion.



He is constantly surprising someone in the plant by the work he does or by the manner in which he moves around. It is a healthy thing, therefore, to have an employee such as Mr. Daum, whose spirit and attitude toward his work contribute much to the morale of others.

Sincerely yours,

SCOTT RADIO LABORATORIES, INC.

Robert C. Sorensen

Robert C. Sorensen
Industrial Relations Director

RCS/mfh

DESIGNERS OF FINE PRECISION BUILT RADIO RECEIVERS SINCE 1924

Dictaphone operator & interpreter
of foreign correspondence



WIEBOLDT STORES, INC.
106 SOUTH ASHLAND BLVD
CHICAGO 7, ILL.

April 21, 1947

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
Board of Vocational Education
State of Illinois
528 South Wells Street
Chicago, Illinois

Dear Mr. Scheltes:

Miss Alice Andersen has been working for us since October 22, 1946 in our Central Distributing Department. She has been performing the following tasks:

1. Checking incoming shipments.
2. Attaching string price tickets to jewelry (these tickets are the smallest that we use).
3. Attaching price gummed labels to jewelry.
4. Dividing and packing merchandise for safe transfer from Central Distributing to our six stores.

Miss Andersen, though handicapped with very limited vision, has been performing these duties in a highly creditable manner. After her first several days on the job, she learned to travel about her work place and other parts of the building without assistance, and her fellow employees have never regarded her as a burden; as a matter of fact, they are proud of her performance and independence.

We are more than satisfied with Miss Andersen's performance and regard her as a loyal and efficient employee.

Very truly yours,

WIEBOLDT STORES, INC.

Thomas F. Jones
Thomas F. Jones
Central Training Manager

TFJ:mjp

Price Tagged



CABLE ADDRESS
SOLARCORP, NEW YORK



TELEPHONE
LEXINGTON 2-0626

SOLAR MANUFACTURING CORPORATION

CAPACITORS

285 MADISON AVENUE
NEW YORK 17, N.Y.

Address Reply to
PLANT NO. 3
4501 SOUTH WESTERN BLVD.
CHICAGO 9, ILL.
Telephone VIRginia 3800

September 17, 1946

Mr. A. C. Scheltes, Sup't-Training & Placement
111. Dept. of Vocational Rehabilitation
431 So. Dearborn Street
Chicago, Illinois

Gentlemen:

This is to certify that Mr. Joseph Battistelli was in our employ from July 12, 1943 to September 25, 1945 at which time he was laid off due to lack of work. He was reinstated as a kick press operator February 20, 1946 and has been working steadily since.

Mr. Battistelli is now a qualified piece work operator. His production, effort, and ability are above average, and his attendance record is excellent. He is well liked by his fellow workers. Should there be any additional information you desire, we shall be glad to furnish same upon request.

Very truly yours,

SOLAR MANUFACTURING CORPORATION

Thos. B. Marshall

Thos. B. Marshall
Labor Relations Director

TBM:AHH

FACTORIES: BAYONNE, N.J., NORTH BERGEN, N.J., CHICAGO, ILL.



Kick Press Operator &
assembler of terminals
on condenser cans

CABLE ADDRESS GLASCO CHICAGO

GLASCO PRODUCTS CO.

GLASCO PRODUCTS
MADE WITH CARE

III NORTH CANAL STREET
CHICAGO, ILL. U.S.A.

March 19, 1947.

State of Illinois
Division of Rehabilitation
528 South Wells Street,
Chicago, Ill.

Attn. Mr. A. C. Scheltes
Supervisor Training & Placement

Dear Mr. Scheltes:

I have just read your letter of March 10th addressed to our
Mr. Wayne Steineder, Personnel Director, asking as to whether we
have found employees with handicapped sight or totally blind to
be entirely satisfactory.

After reading your letter, I cannot help but want to answer it
personally. During the war, we employed quite a number of blind
people and some partially blind, due to the shortage of man power.
We have never regretted our action and have never found it necessary
to discharge one of these employees for any reason whatsoever.

Aside from the satisfaction that we have derived in finding an
occupation for them, we have found them efficient, anxious to do a
proper job, their morale is high and their services satisfactory.

Yours very truly,

GLASCO PRODUCTS COMPANY

E. M. Schuhmann - President

EMS:MW

Please address telegrams - Glasco Products, WUX Chicago, Ill.

*Packing eggs
packing eggs like dappes*





LEADER ELECTRIC MFG. CORP.

PHONE HOLLYCOURT 5000

CABLE ADDRESS
"LEADECO"

6127 NORTH BROADWAY
CHICAGO 40, ILLINOIS

April 18, 1947

WALTER GLASS
PRESIDENT & TREAS.
ARTHUR I. APPLETON
VICE-PRES. & SECY

Division of Rehabilitation
528 South Wells Street
Chicago 7, Illinois
Attn: A. C. Scheltes

Gentlemen:

I am in receipt of your letter of April 17th, in which you request information regarding George Smith who is employed by our Company as a packer.

His work consists of assembling a corrugated carton and taping the carton with gummed tape. His work is found to be most satisfactory and attendance is good. I do not believe a comparison of production can be made on this particular job as one whose sight is not impaired can secure his own material and supplies, whereas in the case of a blind person someone must get this material and supply and set up the particular carton to be assembled. Taking this into consideration his production rating is up with the average worker.

I trust you will find this information helpful.

Very truly yours,

LEADER ELECTRIC MFG. CORP.

D. Rose
Plant Superintendent

DR:pr

*Shaping and taping
cardboard shipping
boxes*



BLOC-BILT
IS
WELL BUILT

M. BLOCK AND SONS

PHONE VICTORY 6655

MANUFACTURERS AND DISTRIBUTORS OF HOUSEWARES
2511-37 CALUMET AVE.
CHICAGO 16, ILL.

April 18, 1947

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
Chicago, Illinois

Dear Sir:

Relative to employee, Mr. Edward Rolek, we have found this party to be very dependable and steady in his work. His production is equal to if not exceeding those with sight. He was employed on small assembly work which we thought at the time would be impossible, but he has steadily developed to the point where we prefer people of this type for light non-hazardous work; our only regret is that we do not have more available openings for capable blind people.

Yours very truly,

M. BLOCK AND SONS

Harry Levy
Harry Levy

HL:DP

*Assembling automatic
hinge latches*



CLEARY BOX COMPANY...

MANUFACTURERS OF CORRUGATED SHIPPING CONTAINERS

3315 WEST 48TH PLACE
TELEPHONE: VIRGINIA 5000
CHICAGO 32, ILLINOIS

March 13, 1947

A. C. Scheltes
Supervisor of Training & Placement
Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Dear Mr. Scheltes:

We have received your request, of March 7, 1947, for information regarding the work performance of blind persons in our employ.

This company employs three men who are all totally blind, and all of whom have held their present jobs for several years.

One of these men is engaged in folding corrugated paper boxes, prior to the taping operation. Another is employed as a bundler, bundling and tying knocked-down boxes as they come off the taping process. The third man's duties involve taking corrugated sheets off the catch tray, at the end of the corrugation process and stacking them on wooden skids.

All of these people are working with, and performing the same operations as, fully sighted people, and are maintaining comparable, if not superior, out-put standards. In two instances, the product must be handled as rapidly as it comes from the machine, the speed of which cannot be controlled by the machine, the blind person. Yet there has been no indication of an inability to maintain the necessary rate.

All of these handicapped people have been distinguished by outstanding work attendance records. They display creditable attention to the performance of their work, and appear to have been successful in establishing and maintaining themselves on an equal footing with other people in their work group. They find their way to their work places, lunchroom, restroom, etc., with such ease and sureness, that newcomers in the plant are seldom aware of their blindness.

Supervisors, safety engineers, insurance companies, and
employee organizations, have never raised any objection
to the presence of these blind workers or to the type
of work performed by them.

Yours very truly,

CLEARY BOX COMPANY

E.L. Waterman
E.L. Waterman

"COMPLETE BOX SERVICE FROM DESIGN THROUGH PRODUCTION"

Folding
corrugated
boxes



Bundling corrugated boxes on
automatic tapes



W R TUTTLE - PRESIDENT AND GENERAL MANAGER

PHONE MERRIMAC 2828

D B KIFT - VICE PRESIDENT AND GENERAL MANAGER

TUTTLE AND KIFT, Inc.

1823 N. MONITOR AVE CHICAGO 39
ILLINOIS USA



March 14, 1947

Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Attention: Mr. A. C. Scheltes, Supervisor
Training & Placement

Gentlemen:

Replying to your letter of March 7, the following
is our experience with the employment of a blind
person.

Our particular blind employee has been with us
now for about one and one-half years. During
this time we have had no difficulty in keeping
him continually placed on jobs that he can do.
Most of this time he has worked on small, repet-
itive machine jobs; such as, kick press, and
small bench press. It is very interesting to
note that his production on this type of work
exceeds that of sighted persons placed on the
same work. He is a very steady worker, and is
able to recognize good and bad parts with his
sense of touch more accurately than other persons
do through sight. His attendance record is
most satisfactory, and he is well liked by his
entire department personnel.

We trust that the favorable comments we have made
regarding our own blind employee may be of help
to you in helping other such persons locate em-
ployment.

Yours very truly,

TUTTLE & KIFT, INC.

(Mrs) Marion Larsen
Asst. Personnel Director

WESTER AUTO SUPPLY

Automotive Supplies

3322 IRVING PARK ROAD
PHONE INDEPENDENCE 3457 - 4158
CHICAGO 18

Sept. 6th, 1947

Mr. A. C. Scheltes,
Supervisor of Training & Placement,
Division of Rehabilitation,
528 South Wells Street,
Chicago 7. Illinois.

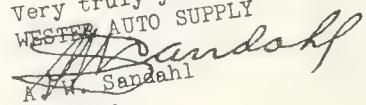
Dear Mr. Scheltes:

In response to your recent letter relative to our experience in having a blind person working in our organization, we are pleased to inform you that we have found Mr. Byron Webb to be a highly skilled technician in the radio field.

His skill and knowledge are phenomenal, and it is a treat to watch him trace the circuits and locate the seat of the trouble. We marvel at the way he solders connections in the most confined spaces, never making a mistake or burning himself. We who are gifted with sight could not do a better or neater job, even though we would possess his skill. Mr. Webb repaired my record player with dispatch, even though he had had no previous experience with this device. His knowledge of mechanics and his deftness were all he required.

Mr. Webb uses the conventional tools of his trade with the exception of his soldering iron; this is a pistol-grip, high speed tool which heats in five seconds and cools off quickly.

We do not hesitate to recommend people of Mr. Webb's caliber, as he has proved to us that handicapped persons are efficient in their fields and are fully capable of doing a thorough, business like job.

Very truly yours
WESTER AUTO SUPPLY

A. V. Sandahl
Manager



Radio Repairing

ALL LENGTHS • ALL CORES • SPIRAL WRAPPED COIL CORES

PRECISION PAPER TUBE CO.
2035 WEST CHARLESTON STREET

TELEPHONE ARMITAGE 5200
CHICAGO 47

April 30, 1947

Board of Vocational Education
Division of Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Attention: Mr. A. C. Scheltes

Gentlemen:

With reference to your letter of the 23rd, we have had several blind people in our employ and have found them very satisfactory for certain work.

To single out one, Alfred Nathan has never been late to work and has lost very few days in the two years he has been with us.

His production is approximately eight per cent higher than that of any worker on the same bench with good sight. He gets along well with the other men and is well liked by the entire personnel.

Yours truly,

PRECISION PAPER TUBE CO.

E. S. Jamison
Superintendent

ESJ/m

Inspector of coil cores



MAKERS OF GOOD CANDIES

WILBUR'S Kandy Company

PHONE KEYSTONE 1312
4205 NORTH KEDZIE AVENUE
CHICAGO 18, ILLINOIS

April 14, 1947

Division of Rehabilitation
Supervisor of Training & Placement
528 S. Wells
Chicago, Ill.

Attn: Mr. A. C. Scheltes

Dear Mr. Scheltes,
We have found that in our type of work the two blind people placed in our company by Mr. Gratten, in general are better workers than the sighted person.
Our average operator forms, by hand, about 5,000 boxes in an eight hour day. Paul Sohst, has formed in his best date have never been absent. Both are on time, and to work very much. They are working with a group of like their persons and seem to raise the morale of the entire group. Both are liked by the entire group.

- The work that they produce is as follows:
1. Seated at a conveyor belt they reach up about one foot for supplies (a small box).
2. Taking several into their hands and placing them directly in front of themselves.
3. They fold the box and put in one end.
4. Reach straight forward and place the box between two blocks. (These blocks move as they are fastened to a conveyor belt). This operation repeats 5,000 times a day.

Mr. Gratten has been very conscientious about the two people placed in our company and from time to time either calls in person or by phone to inquire about their work and progress.

We are very satisfied with Paul Sohst and really expect Martha Daum will gain the figure of 5,000 per day.

Very truly yours,

WILBUR'S KANDY COMPANY

W. H. Spurlock.
W. H. Spurlock

whs/nc



WABASH 1377

BAUR, CHRISTENSEN AND VALENTINE
175 WEST JACKSON BOULEVARD

CHICAGO 4

December 19, 1947

Division of Vocational Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Gentlemen:

Answering your inquiry with respect to Matt Rizzo, I wish to advise that I had the privilege of introducing him to the insurance business several years ago, and since that time he has played a most instrumental part in our agency organization. He has, with the assistance of his seeing eye dog, been able to contact new clients in all sections of the city and continues to service his accounts in a much more satisfactory manner than many insurance brokers without that handicap. He has studied books and information that I have given him concerning the contracts that are available in our business and very rarely calls for assistance from any of our experts in order to close a sale.

His efforts in the insurance business have resulted in his distribution of policies to many personal clients as well as commercial accounts, and he continues to establish new accounts every month through old clients or by cold turkey canvas.

His handicap is certainly not revealed in his salesmanship and there are some new people in our insurance organization who talk to him constantly concerning rates and coverage who do not even know of it.

Prior to knowing him, I would not believe personally that a blind person would have been able to attain any degree of the success that Mr. Rizzo has, but after observing his ability in this connection, I personally believe that the sale of insurance and the transmission to clients of coverage, description and rates could be done without eye sight.

Yours very truly,
A. L. Valentine

A. L. Valentine

alv/ld

PRINCIPAL OFFICE—STATE OF ILLINOIS

ELECTRICAL MANUFACTURERS OF CONDENSERS

ELECTRICAL UTILITIES COMPANY



GENERAL OFFICES & FACTORY
LA SALLE • ILLINOIS
ALL PHONES 1732

May 14, 1947

Mr. George A. Magers
Supervisor of Guidance,
Training and Placement
Northern Region
Division of Rehabilitation
141 E. Lincoln Hwy.
DeKalb, Illinois

Dear Mr. Magers:

In your correspondence of April 18, 1947, you ask several questions concerning our Mary Welter. In comparing her production, we find it is approximately 95% of that of a sighted worker. We find that the morale of the group effected is very high, and that our safety engineer and Insurance Company, while they know Mary is working, made no comment.

As for the nature of her work, she is stringing a tube-like spaghetti on wire.

Yours truly,

ELECTRICAL UTILITIES COMPANY

William Pelkey

William Pelkey
Personnel Manager

WP:lm

Wire inspecting



STATE OF ILLINOIS
DWIGHT H. GREEN, GOVERNOR
DEPARTMENT OF PUBLIC WELFARE

CASSIUS POUST, DIRECTOR
MEDICAL AND SURGICAL SERVICE
GEORGE A. WILTRAKIS, M. D., DEPUTY DIRECTOR
EDUCATIONAL AND CORRECTIONAL SERVICE
HORACE E. THORNTON, DEPUTY DIRECTOR
ADMINISTRATIVE SERVICE
WINFIELD F. MEYER, DEPUTY DIRECTOR
PUBLIC RELATIONS SERVICE
EDWARD J. LONERGAN, DEPUTY DIRECTOR

ELGIN STATE HOSPITAL

ADDRESS COMMUNICATIONS TO
D. LOUIS STEINBERG, M. D.,
SUPERINTENDENT
750 SOUTH STATE STREET
ELGIN, ILLINOIS

September 10, 1946

Adrian Scheltes
Field Agent
Division Rehabilitation
805-431 Dearborn St.
Chicago, 5, Illinois

Dear Mr. Scheltes:

Charles Brinkley has been employed at the Elgin State Hospital for the last thirteen or fourteen years. His services have been highly satisfactory and he has made an excellent adjustment to a difficult job.

We have had for the last fifteen years a slow and inadequate blind equipment for our switch board, but expect to have a more modern method of operation for the blind within the next two months. Also, we expect to have a two position board to alleviate the over-crowded condition of our present board.

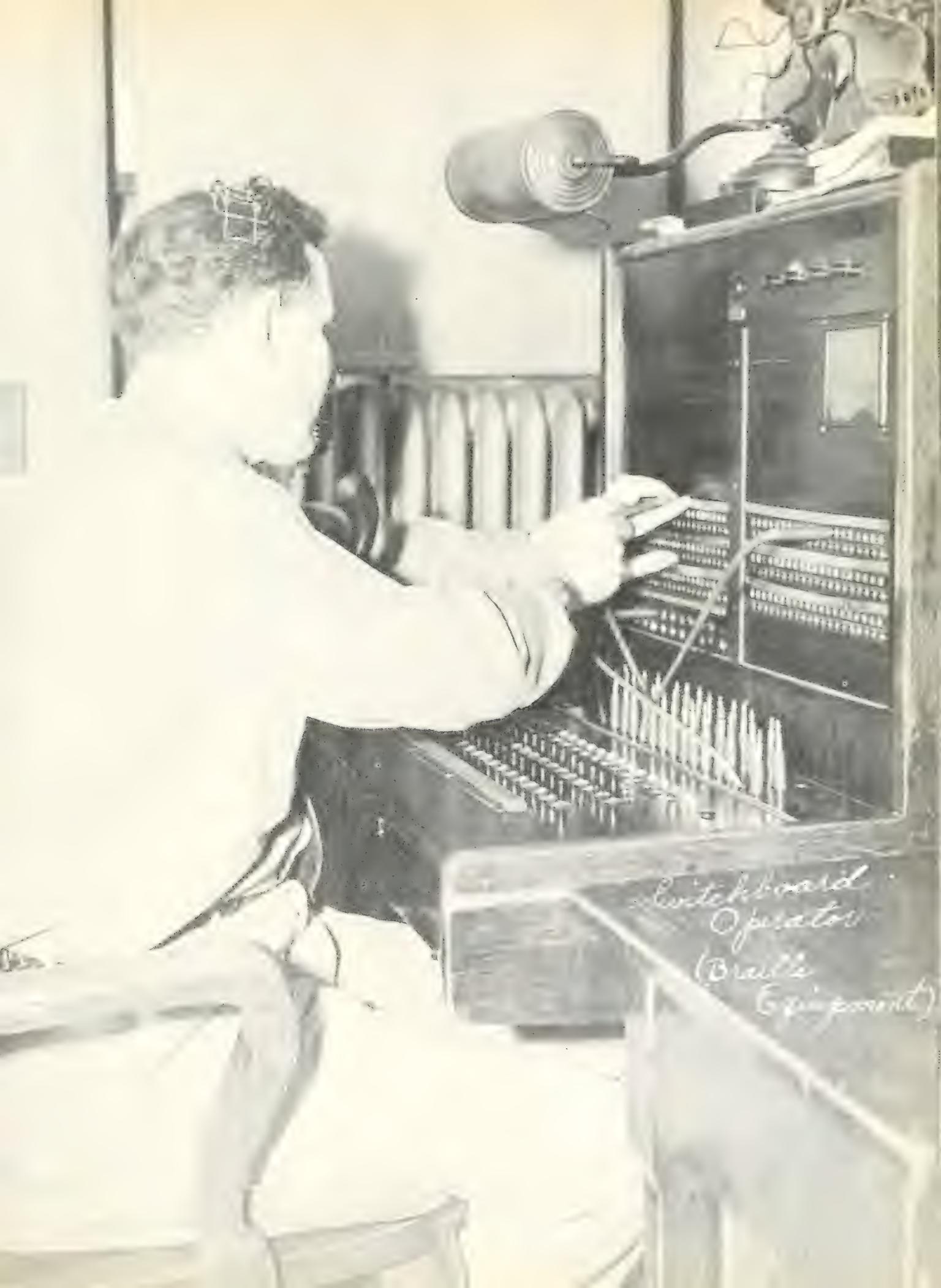
It is my opinion that those who are blind should be given every opportunity to prove their capability.

I wish you every success in your work.

Yours truly,

Lawrence Rinaldo
L. Rinaldo
Administrative Ass't

LR:ab



Switchboard
Operator
(Braille Equipment)

ARNOLD, SCHWINN & CO.

Schwinn-Built Bicycles

1718 NORTH KILDARE AVENUE
CHICAGO 39, ILLINOIS

TELEPHONE
CAPITOL 3000

August 20, 1947

Mr. A. C. Scheltes
Supervisor of Training & Placement
Division of Rehabilitation
Chicago Office

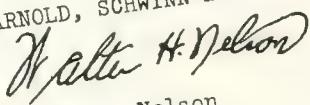
Dear Mr. Scheltes:

In reply to your letter of April 10, 1947, we advised we have several persons in our employ who have lost their sight and are working complicated jobs requiring some intricate assembling operations. We have found these men to be very reliable and conscientious in the performance of their duties. The attitude toward their work is far above average inasmuch as they realize their plight and exert their utmost efforts to do work to the best of their ability. We believe that a blind worker is a definite asset to industry. Our insurance agency has not made any definite comment regarding the employment of these men, however, if there would have been any objection to it, it would have been brought to our attention.

Mr. Gratten of your office has been assisting us in the proper placement of blind persons and his co-operation and follow-up of their performance has proved helpful in placing these people in positions i.e. that their work has been most beneficial to us and satisfactory to the worker.

Yours very truly,

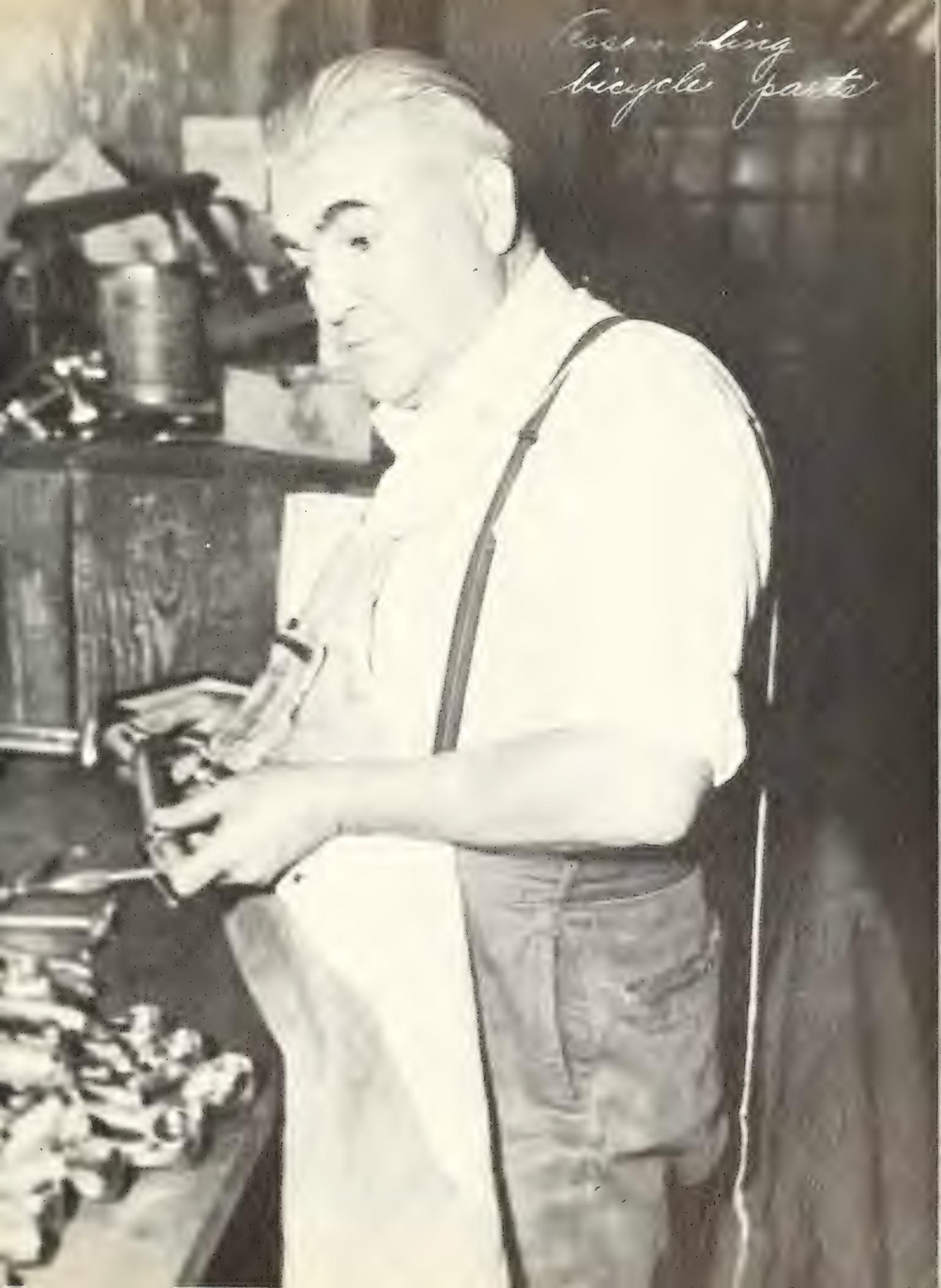
ARNOLD, SCHWINN & CO.



Walter H. Nelson
Personnel Manager

WHN:rb

*Long
bicycle pants*



Pneumatic wrench
operator & assembling
bicycle parts



ZURICH GENERAL ACCIDENT AND LIABILITY INSURANCE COMPANY, LTD.
NEVILLE PILLING, U.S. Manager • HARRY H. FULLER, Deputy U.S. Manager • CARL L. KIRK, Asst. U.S. Manager • ALBERT VOGT, Ass't U.S. Manager • J. F. McDONOUGH, U.S. Manager
ZURICH FIRE INSURANCE COMPANY OF NEW YORK
NEVILLE PILLING, President • HARRY H. FULLER, Vice Pres. and Secretary • CARL L. KIRK, Vice Pres. • WM. G. MINNER, Vice Pres. • JOHN S. BRECKINRIDGE, Sec'y.
GENERAL OFFICES • 135 SOUTH LA SALLE STREET • CHICAGO 3, ILLINOIS

September 12, 1947

Mr. Adrian Scheltes
Supervisor of Training and Placement
Division of Rehabilitation - State of Illinois
528 S. Wabash Avenue
Chicago, Illinois

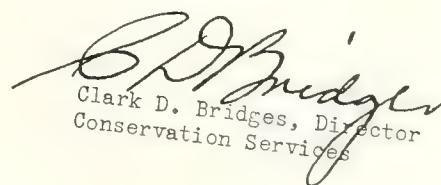
Dear Mr. Scheltes:

This letter is being written in answer to your inquiry relative to our attitude regarding the employment of blind workers in industry.

We wish to make clear that there is nothing in the workmens' compensation insurance policy, nor in any method of calculating insurance rates, which will prevent the employment of the blind nor increase insurance rates merely because they are employed. This is a subject which is frequently misunderstood by many people. Insurance rates are calculated upon the basis of premium income versus losses. There is no rating method involving increases because disabled workers are employed.

We thoroughly indorse the principle of selective placement of workers in industry, and from our experience it gives us pleasure to say that capable, trained blind workers placed in selected jobs where sight is not essential have proven themselves time and again. In fact, the production efficiency and safety records, in many cases, excel the records of sighted workers.

Sincerely yours,


Clark D. Bridges, Director
Conservation Services

CDB:jk

THE SAFETY ZONE MOVEMENT IS GROWING

TELEPHONE CHESAPEAKE 2211

SOLE MANUFACTURERS OF GULMITE NUTS

HUNT SCREW & MANUFACTURING CO.

MASS PRODUCTION OF AUTOMATIC
SCREW MACHINE PRODUCTS
Sub-Assemblies & Light Manufacturing
1534 W. VAN BUREN STREET
CHICAGO 7, ILL.

December 9, 1947

Division of Vocational Rehabilitation
528 South Wells Street
Chicago, Illinois

Attention: Mr. A. C. Scheltes, Supervisor Training & Placement

Gentlemen:-

Frank Zaccagnini was placed in our organization by Walter Potas
one year ago this February.

We would like to say that since Frank has become one of us, the
morale of our group has hit a new high - and so has our production.
Frank's work is more than a capable blind man's work. It is an
inspiration to all who know him.

Frank's attendance is very good. He is interested in his work and
seems to enjoy his job. He has a kind word for all and a big smile
to top it off.

Frank's job is to ream brass tubes. He reams two ends on this tube
at the rate of ten-thousand a day. His safety record is excellent.

We would like to congratulate Walter Potas for his good work in
rehabilitation and wish him a merry Christmas.

Very sincerely,

HUNT SCREW & MANUFACTURING CO.

Hans Johnson
Frank's Foreman

HJ:c

Hans Johnson

*Shaft burring &
reaming of fountain
pen*



Meadows Division
Electric Household Utilities Corporation
MANUFACTURERS OF

WASHERS  IRONERS

BLOOMINGTON, ILLINOIS
May 16, 1947

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
528 S. Wells St.
Chicago 7, Illinois

Dear Sir:

In reply to your letter of May 9, 1947, with regards to Paul Reid, we wish to advise that Paul is operating a drill press in our Machine Shop, drilling shafting used in the assembly of our domestic washing machines.

We find that although this young man is totally blind, he is highly capable of operating this job safely and efficiently. Also, we find his daily productivity is as good as the average sighted operator.

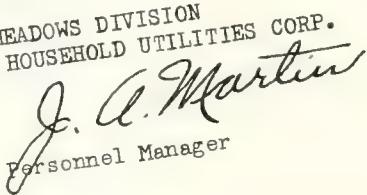
From daily contact with Paul, we get the impression he is more than happy to have this chance to work and produce along with sighted workers. The morale throughout the Shop is more than satisfactory, and we find other employees cooperate one hundred per cent in helping Paul where help is needed. We also have the full cooperation of the Union, and since placing Paul employed another partially blind person recommended by Mr. Gratten, in our Assembly Department.

Your representative, Mr. Gratten, has been most helpful in testing and placing his recommendation on various jobs that a blind person can operate efficiently and safely.

We are enclosing a clipping from our daily paper, covering a story published on this subject a few weeks ago, which we think might be of some help.

Yours very truly,

MEADOWS DIVISION
ELECTRIC HOUSEHOLD UTILITIES CORP.


J. A. Martin
Personnel Manager

JAMartin:gm

Factory—Bloomington, Illinois • Sales Offices—2115 S. 54th Avenue, Chicago, and Bloomington, Illinois

*Operating pneumatic
screw driver*



The Gerlach-Barklow Co.

A DIVISION OF UNITED PRINTERS AND PUBLISHERS, INC.
Art Calendars DeLuxe Direct-By-Mail Advertising
Business Greetings · Paragon Leather ·
Joliet, Illinois

April 28, 1947

Mr. George A. Magers
Supervisor of Guidance, Training and Placement
Northern Region
Division of Rehabilitation
State of Illinois
141 East Lincoln Highway
DeKalb, Illinois

Dear Mr. Magers:

I am in receipt of your letter of April 18th, together with the photograph of Lillian Dominicci.

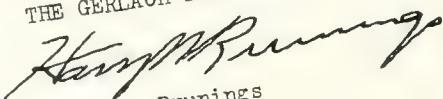
As you know we have been in the habit of employing handicapped workers, for a number of years, and our records show that these people are capable of maintaining the production equal to a normal person. Our records show that Mrs. Lillian Dominicci, although sightless, has kept up her production quota equal to the normal workers. We do not hesitate the employment of this type or worker in jobs that they are capable of doing, and all of our handicapped workers are employed for their ability to produce and not on a charity basis.

We have had no complaint or suggestions from our insurance company, nor has our safety committee seen any reason for denying these people employment.

All of these workers in this department seem to, and are willing to, cooperate with this type of handicapped worker. From all appearance, Mrs. Dominicci seems to be very happy in her work and we are well satisfied in her performance.

Very truly yours,

THE GERLACH-BARKLOW CO.


Henry H. Brunings
Vice-President
in charge of Manufacturing

B:jt



Packaging greeting cards

BARR

G. BARR & COMPANY

MANUFACTURING CHEMISTS

1100 30 WEST 37TH STREET CHICAGO 9, ILLINOIS TELEPHONE YARDS 1700
April 4, 1947

Mr. A. C. Scheltes
Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Dear Mr. Scheltes:

At present we have three blind men working in our plant. Their main work consists of assembly work in setting up shipping cartons and various containers that come to us in knocked-down form. Another type of work they do very well is in connection with our direct mail department, where they insert the catalog sheets, reply postcards, etc. in pre-addressed envelopes. In this work they are accurate and rapid. The head of our direct mail department always requests these men when there is a big mailing to go out, because they are more efficient in detecting when an extra sheet gets into an envelope through error. Since the post office is very strict about third-class mailings, careless insertions can cause considerable expense and delay, so their skill is especially appreciated in this work. Another reason for their value in this work is that they do not get pre-addressed envelopes out of order, which is another post office problem.

I believe there are two main reasons for their greater productivity and accuracy. First, they do not have the visual distractions of the normal worker, and second, they do develop greater manual dexterity and sensitivity. Naturally, work that involves a great deal of walking about or where there is much dangerous moving machinery would not be suitable.

You ask about the morale of the group in relation to these men. We find that people adjust rapidly to the "handicaps" of their co-workers. If there is any feeling at all, it is one of wanting to do their part when they see the blind men working right along at the assembly line.

Insofar as the attitude and attendance of the blind men are concerned, both are excellent. They are most conscientious. In fact, recently one of our men was coming to work when a careless motorist came too close to the curb and ran over the front paws of his Seeing Eye Dog, who incidentally is a well-trained, quiet animal who sits faithfully all day long under the table and is right on call. The man immediately made special arrangements to be taken to work and never missed a day. This winter our

blind men were faithfully on the job every day when some of our normal workers stayed home because it was snowing or sleeting. Since we have never had a single case of compensation in connection with these men, I cannot give you much information about the insurance angle.

I firmly believe that in work in which eye-sight is not necessary, you will find that blind men are as efficient, rapid and productive as any normal worker. And because we have found this to be true with our men, their hourly rates are exactly the same as those of our other workers.

Very truly yours,

George Barr
George Barr
President

REHABILITATION BUILDS ON WHAT THE CLIENT CAN DO...

"Research studies conducted by Governmental Agencies, the National Conservation Bureau, Accident Prevention Division of the Association of Casualty and Surety Executives and the New York University Center for Safety Education which it endows, have shown that when placed at the proper jobs the Handicapped have an accident experience that is as good as their able-bodied fellow workers—and is often superior."

Association of Casualty and Surety Executives

DISABLED WORKERS NEED NO SPECIAL CONCESSIONS WHEN PROPERLY TRAINED BY THE ILLINOIS DIVISION OF VOCATIONAL REHABILITATION.



Hydraulic coil
press operator

Folding laundry box



Deer Park



TELEPHONE
NEVADA 5600-01-02-03

Baking Company

INCORPORATED

• 400-416 N. ST. LOUIS AVENUE
CHICAGO 24. ILLINOIS

December 16, 1947

Division of Vocational Rehabilitation
528 South Wells Street
Chicago, Illinois

Attention Mr. Scheltes

Dear Mr. Scheltes:

In answer to your inquiry of December 9th, we wish to repeat at this time what we have said many times before that we have had no cause to regret employing blind people in our cookie packing department. As you know from personal observation, our cookie packing is done from an automatic conveyor and is a continuance operation. Each girl picks up as many cookies as she can.

We have recently changed our method of picking up cookies slightly, and Frances DeBrown has proven herself not only one of the fastest but has almost cut distanced all her fellow employees by setting a record of boxes packed.

As all these girls are now working on an incentive program which is almost a piece work system, her earnings have increased 30 to 50%. We have placed her in such a position that she will have the most or all cookies on each pan to choose from.

In one of our previous letters, if you remember we emphasized the splendid record that Frances DeBrown has with this company as to punctuality and attendance. We do not hesitate at this time to recommend to any concerns the employment of blind persons whenever practical and feasible as we have from our experience only the highest esteem and regard for these workers.

Very truly yours,

DEER PARK BAKING CO.

E. M. Plambeck

E. M. Plambeck,
Plant Superintendent.

EMP:mld

Packaging cookies
from conveyor
belt



PRECISION UNIVERSAL JOINT CORP.

2807 SO. MICHIGAN AVENUE · CHICAGO 16, ILLINOIS



CALUMET 3188

July 22, 1947

Division of Vocational Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Attention: Mr. A. C. Scheltes

Gentlemen:

We wish to advise that we have Mr. Darris Johnston in our employ for a considerable period of time. As you no doubt know, this gentleman is blind and we have had him on various assembly jobs and find that he works very well.

He is conscientious about his work and we find that on the type of jobs he has applied himself he produces as well as any man having complete eyesight. His general attendance is good and he seems to enjoy the work. We think that any industry who can apply blind men to their jobs will find them industrious and conscientious and will do as good work as any individual having all their capabilities.

Very truly yours,

Lyle Ecker

Lyle E. Ecker
President

LGE:ib

VICTOR ADDING MACHINE CO.
3900 NORTH ROCKWELL STREET
CHICAGO 18, ILLINOIS

October 22, 1946

Mr. A. C. Scheltes
Supervisor of Training & Placement
Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Dear Mr. Scheltes:

In reply to your letter of October 11, I wish to inform you that Robert Riley has been employed by us since April of 1944. At the present time he is doing assembly work on key stems, springs, and lock plates used in one of the larger sub-assemblies of our adding machines. Mr. Riley's production record is quite satisfactory, and his attendance, accept for a few days sick leave, has been perfect.

Very truly yours,

B.W.Lawrenz
Ass't Personnel Director
VICTOR ADDING MACHINE CO.

BWLawrenz:DK



EXECUTIVE OFFICES
CHICAGO 19, ILLINOIS

MALL TOOL COMPANY

ELECTRIC, GASOLINE ENGINE AND PNEUMATIC POWER TOOLS • FLEXIBLE SHAFT EQUIPMENT • CHAIN SAWS

7740 SOUTH CHICAGO AVENUE
CHICAGO 19, ILLINOIS
Telephone BAYport 8800

July 7, 1947

Mr. A. C. Scheltes
Supervisor of Training & Placement
Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Dear Mr. Scheltes:

At the present time Robert Welch does drill press, milling machine and bench work. His production is really above average. In fact his production is not only above the average rate, but he has never spoiled any work since being with us. Because of this, he is an inspiration for the rest to do their best, and others are led to be friendly and cooperative because when they do good deeds for him, they feel that they should do good deeds for one another.

Robert Welch doesn't put himself forward in any way. He is always humble and meek in his achievements. He will never boast of or refer to his records which, as mentioned above, are above average despite his physical handicap. Instead, he is always asking those who watch over him whether they think he has done enough, for it seems he isn't satisfied in himself. He hasn't missed a day at work. He is always at the factory ahead of time and will work to the very last minute because he so delights in his work.

His behavior fully complies with the safety engineer's requests. He wears the safety glasses and the safety shoes, and his actions are in accordance with the safety program and requirements.

Mr. Scanlon does watch over Robert Welch in that he makes regular inquiries and takes quite great interest in the man's welfare, not only in the shop but at Mr. Welch's own home as well.

Yours very truly,

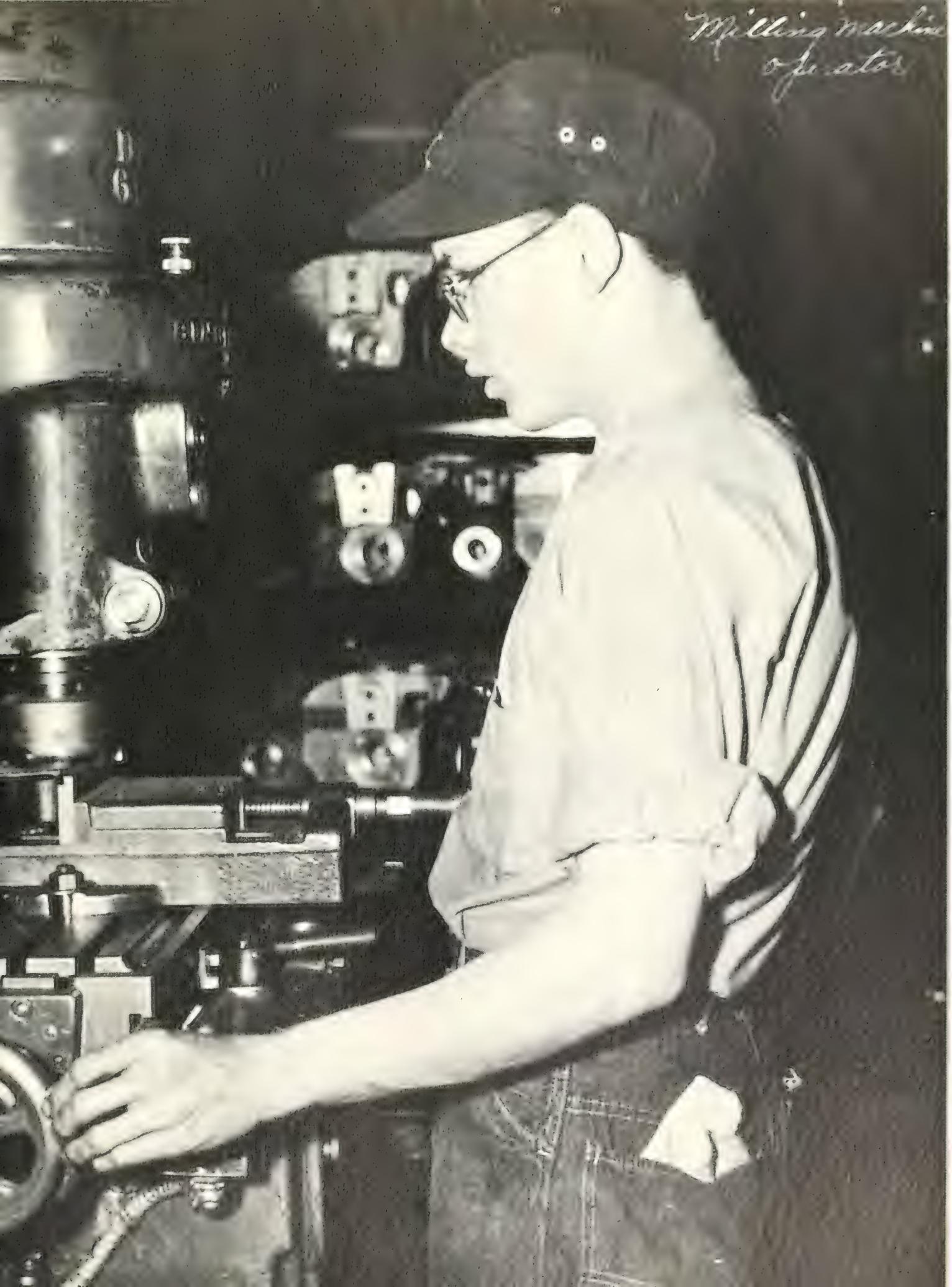
MALL TOOL COMPANY



W. H. SANDERS

WES:et
Enc.

*Milling machine
operator*



MIEHLE PRINTING PRESS & MANUFACTURING CO.

GENERAL OFFICES AND FACTORY: 14TH STREET AND SOUTH DAMEN AVENUE
CHICAGO 8, ILLINOIS

July 25, 1947

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
528 South Wells St.,
Chicago 7, Illinois

Dear Mr. Scheltes:

Mr. Wilbur Lee Koeppen was employed by this company June 16, 1947. We would like to state that we were agreeably surprised with his production of work in our Assembly Department. He is capable of doing bench work as well as sighted employees if vision is not a requirement for the job.

We found our morale increased considerably after hiring Mr. Koeppen. Our Union agreed that it helped raise the morale of the employees.

He has not had an accident while with us and we do not expect any.

He has not lost a day from work nor has he been tardy.

We feel any employer having a job available which does not require a sighted person makes a mistake in not considering a blind person to fill it.

Mr. Koeppen has proven to be a very satisfactory employee and he possesses a good disposition and has a good attitude toward the company and his co-workers.

Yours very truly,

MIEHLE PRINTING PRESS & MFG. COMPANY

F.K. Neidhart
F.K. Neidhart
Employment Manager

FKN:as



AWARDED JULY, 1941

ADDRESS ALL COMMUNICATIONS TO THE COMPANY ALL QUOTATIONS ARE SUBJECT TO CHANGE WITHOUT NOTICE

O-Cedar Corp'n

GEORGE BARNES
EXECUTIVE VICE PRESIDENT
AND GENERAL MANAGER

CABLE ADDRESS 'O-CEDAR'

The Greatest Name In Housekeeping

2248 WEST 49TH STREET
PHONE LAFAYETTE 4700
CHICAGO 9, ILLINOIS

September 4, 1946

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
431 S. Dearborn Street, Room 805
Chicago 5, Illinois

Dear Mr. Scheltes:

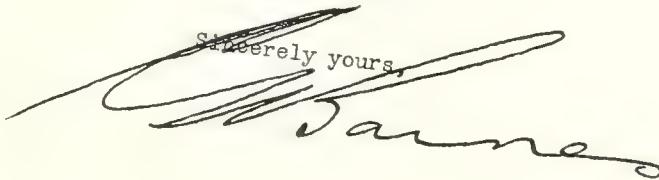
As you know, we have in our employ two blind colored men who were sent to us by your office.

The two men are employed in our Mop Department, one slipping on a mop pad onto its frame and the other loading trucks in our handle department. Both men are regular in their attendance and their general attitude toward their work and associates has been good.

The nature of the work performed is such that it could be done by either a sighted or blind person. The output of the two men measures up to that of their associates.

Our experience with blind persons has been, when their attitude is good, they are equal to or better than the average sighted worker on the same job.

Sincerely yours,



GB:j

Manufacturers of

WAXES

MOTHPROOFERS

DEODORIZERS

INSECTICIDES

CLEANERS

DUST AND POLISH MOPS

Telephone NEVada 5171

MAMA COOKIE BAKERIES, INC.

Bakers of Mama's Home-like Cookies

2825 WEST FIFTH AVENUE
CHICAGO

July 24, 1947

Division of Training & Rehabilitation
State of Illinois
528 S. Wells St.,
Chicago 7, Ill.

Att. Mr. A. C. Scheltes

Gentlemen:

In your letter of recent date you made inquiry pertaining to our blind female employ who was referred to us by Mr. Walter Potas who is associated with your division. We will furnish you with our unbiased and impartial opinion on the merits of a blind employ.

It has been Mr. Potas custom, since the employment with us approximately three months ago of the subject of your letter, to make periodic personal visits here, and also to contact us by phone, to ascertain what progress this individual was making, and whether or not she was satisfactory.

This action proved conclusively that it was not merely the intention or desire of your division to obtain employment for a blind person, after which all interest in that person ceased, but to perpetuate and continue that concern, at least until it has been definitely established, and you were convinced, that the employer was entirely pleased.

Her presence here, and we refer to Marie Collier our blind employee, has not affected the morale of our employees not even one iota. As a matter of fact it is our conviction that the presence of this handicapped person has contributed immeasurably toward giving her fellow workers a more and greater sympathetic understanding, not merely for people with afflictions and disabilities, but for other human beings as well.

Her attendance since her employment here has been impeccable, and she strives constantly to improve her production record as is attested by the information we will furnish you on this matter.

When she began here as a cookie packer; which work, entails packing two cookies in small glassine bag and about 100 bags in a box, her average daily production was 28 boxes. This record has been gradually improved, and at the present time her average daily production is 50 boxes.

While this work is computated, as far as remuneration is concerned, on a piece work basis, nevertheless, in all fairness to the employee, especially until such a time as her rapidity increases and her piece work earnings exceeds that paid her on an hourly rate basis, we have established, the same as we have for all of our employees (not piece work employees) a good hourly rate of pay, and this is what we have been paying her since her daily production would have to average 70 boxes, instead of the present 50 boxes, to give her the same income.

We believe that perhaps ultimately she may attain, or even exceed the 70 box daily average production which is required for the salary she now receives.

We trust that this comprehensive report will be of some value to you, and we believe that these individuals can serve some industries efficiently. We consider Marie Colliers production comparable to that of considerable individuals with sight.

Very truly yours,

Mama Cookie Bakeries, Inc.

Production Supt.

HTR/N

THE PHYSICALLY IMPAIRED CAN BE INSURED WITHOUT PENALTY"...

"The Casualty Insurance Industry refuses to be accused of blocking the employment of the Handicapped not only because such an accusation is unjustified, but also because it is even more harmful to the Physically Impaired than to the Insurance Companies."

Association of Casualty and Surety Executives

THERE IS A JOB IN YOUR ORGANIZATION A BLIND WORKER CAN DO!

Steger Products Mfg. Corp.
STEGER, ILLINOIS

August 21, 1947

Div. of Vocational Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Attention: A. C. Scheltes

Gentlemen:

With reference to your letter of August 13, please be advised that Mr. James K. Skully has been performing his tasks very satisfactorily. The people working with him have given him all the co-operation and assistance they can and he has been able to produce as much as the average sighted worker.

There has been no dissention whatever because of the fact that we have hired this man.

Trusting this information will be of some assistance to you, we are

Very truly yours,

STEGER PRODUCTS MFG. CORP.

Michael J. DeLorenzo

Michael J. DeLorenzo
Personnel Manager

MJD
DS

ARMOUR AND COMPANY
GENERAL OFFICES, UNION STOCK YARDS
CHICAGO 9, ILLINOIS

HARVEY G. ELLERD
VICE PRESIDENT
DIRECTOR OF PERSONNEL

August 7, 1947

Dear Mr. Scheltes:

We have your letter of July 21 with reference to Mr. George Potnar, a sightless man who had been placed with us through your division.

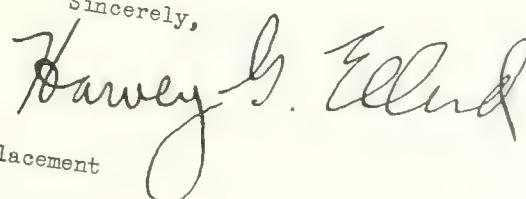
Our Chicago plant superintendent reports that Mr. Potnar was employed in our Pharmaceutical department on April 29, 1947. His job is placing caps on bottles. This is not an arduous job and is one that does not require his moving about to any great extent.

The superintendent of the department reports that the quality of Mr. Potnar's work is above average. As to the quantity, he produces the standard for this job as set by our Industrial Engineering department.

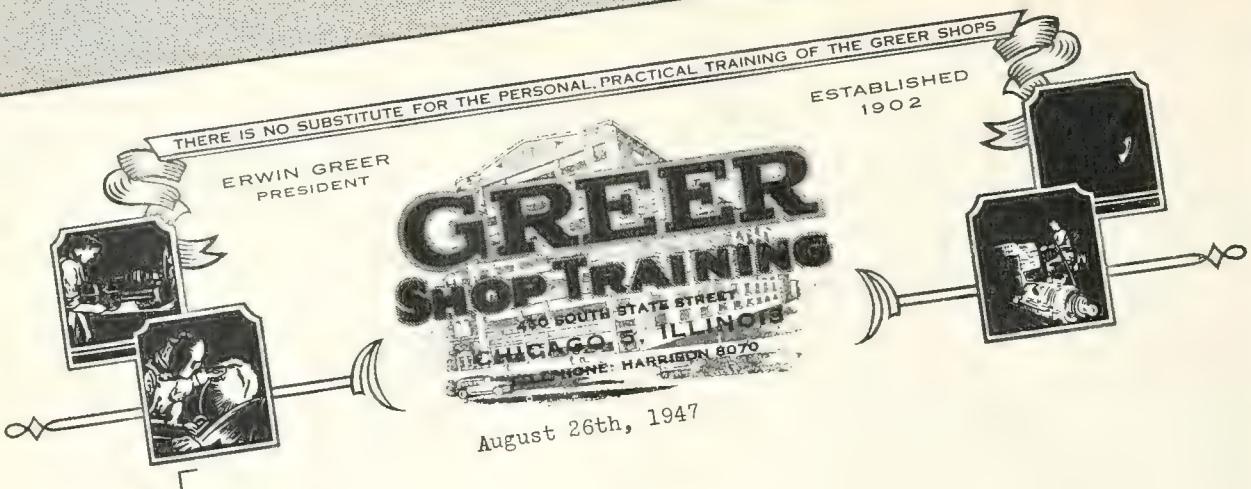
Since coming to us on April 29, he has lost two days because of illness and in each instance he notified his foreman immediately.

He shows interest in his work and he receives the hearty cooperation of his co-workers. The general opinion is that Mr. Potnar has done all that we would expect of a normal employee on the same type of work and we are pleased to have him in our organization.

Sincerely,



Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
528 South Wells Street
Chicago 7, Illinois



August 26th, 1947

Mr. A. C. Scheltes,
Supervisor of Training & Placement
Division of Rehabilitation, Chicago Office,
Chicago, Ill.

Dear Sir:

As we have been training blind students in our machine shop, we take this opportunity to report our findings to you. One of the main factors in blind training is the screening of each individual before he is placed in a school. You have sent a fine group of boys to our school and we feel that the fact that they were carefully screened by your organization before being sent to us, has most highly contributed to the success of our training program.

After working with these students we have found that when they are operating a lathe or other machine, it is very important that a safety pattern is carefully followed as to insure the operator against any injury. These safety pattern include approaching the machine, determining if the machine is in motion, finding the motor switch without coming near any hazardous parts of the machine and other movements the blind operator must make when operating his machine. A safety pattern is designed for each machine by having the blind operator feel along ways, guards, and other non-moving parts and thus find his way about the machine in a manner that will insure him complete safety and also give his employer complete satisfaction that he is a safe worker at all times.

Our experiences with these fellows have made us aware of the talents stored up in blind workers and if he is given a chance he will usually come through with a high degree of efficiency and in many cases be more conscientious than sighted workers.

Some things we must bear in mind when placing blind workers in the machine shop are first to have the workers screened as to make sure he is the type of fellow who is capable of learning this skilled work. Secondly the type of machine he is placed on must be carefully selected so as to give him a fair chance to produce for his employer. Automatic and semi-automatic machines such as automatic mill and turret lathes, drill presses and other machines where continuous operation under the same set-up is required, seems best suited for them.

We hope that we can continue to be of service to your organization and our Best Wishes go for the work you are trying to accomplish.

Very sincerely,

Erwin Greer
President of Greer Shop
Training.

Manager of Machine Shop Dept.

*Training
on lathe*



The Liquid Carbonic Corporation

GENERAL OFFICES, FACTORY AND SHOW ROOMS
3100 SOUTH KEDZIE AVENUE
Chicago 23, Ill.

ALBANY
ATLANTA
BALTIMORE
BOSTON
BUFFALO
CINCINNATI
CLEVELAND
DALLAS
DENVER
DETROIT
INDIANAPOLIS
JACKSONVILLE
KANSAS CITY
LOS ANGELES
LOUISVILLE

MEMPHIS
MILWAUKEE
MINNEAPOLIS
NEW ORLEANS
NEW YORK
NORFOLK
PHILADELPHIA
PITTSBURGH
PORTLAND, ORE.
SAN FRANCISCO
SEATTLE
ST. LOUIS
WASHINGTON, D.C.
HAVANA
CANADA
GREAT BRITAIN

July 10, 1947

Mr. A. C. Scheltes
Supervisor Training & Placement
Division of Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Dear Mr. Scheltes:

We are very well pleased with the record Mr. Albert Kowalski is making here at Liquid. He is engaged in the assembly of syrup pumps for soda fountains and control valves for carbonators, and he also operates a pneumatic press. In general, Mr. Kowalski's work is above average. He is a very careful and safe worker. His attendance has been perfect, and we have found his being here contributes to the morale of the entire department.

Mr. Potas did an excellent job in assisting us to place Mr. Kowalski. He studied the job very carefully, and was very helpful to us.

Yours very truly,

I. T. Nadhermy

Personnel Manager

ITN:ss





Assembling control valves for
carbonators & syrup
pumps for soda
fountains





CABLE ADDRESS: FAREBOX, CHICAGO

NEW YORK OFFICE
GRAYBAR BUILDING
NEW YORK 17, N. Y.

State of Illinois
Division of Vocational Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Attention: Mr. A. C. Scheltes
Supervisor of Training & Placement

Gentlemen:

In May of this year, this company was approached by Mr. Charles Gratten, of your office, on the possibility of placing a blind person in gainful employment. Thru the efforts of Mr. Gratten in personally analyzing present job opportunities, in the factory, Clifford W. Rapp was placed on the company payroll as an assembler.

Since that time, Mr. Rapp has been assimilated completely in the organization due both to his pleasant personality with fellow workers, and his ability to hold up his end in both quality and quantity of productive capacity. With a minimum of cooperation by his foreman in laying out jobs suitable for the sightless, Mr. Rapp has shown remarkable adaptability both on bench assembly and light machine work.

Mr. Rapp is not the first blind employee this company has had experience with. During the war another blind person, now a typist for a nearby firm, was hired upon recommendation of Mr. Gratten and established a precedent such that we were in no way hesitant in placing Mr. Rapp on our post-war products.

Hoping that our experience will, in some small way, add to the weight of evidence already established that there is a place for the blind in industry, we remain

Yours very truly,

JOHNSON FARE BOX COMPANY

Per *Fred W. Fahrenfeld*
Personnel Manager

FWF:JS
FARE BOXES • FARE REGISTERS • TRANSPORTATION TOKENS • COIN COUNTING MACHINES • COTN SORTING MACHINES • TURNSTILES • CHANGE MAKING MACHINES • FOUR-WAY LOCKS • INDUSTRIAL COUNTERS



EARLE N. LASHMET
Vice President

20 NORTH WACKER DRIVE
PHONE: FRANKLIN 6171
CHICAGO 6, ILLINOIS

September 25, 1947

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
State of Illinois
528 South Wells Street
Chicago, Illinois

Dear Mr. Scheltes:

Replying to your letter of September 17, 1947 concerning the attitude of our Company towards the employment of the blind in industry.

When the employer has a properly developed program for analyzing the physical demands of the jobs within the plant; and physically handicapped people, including the blind, are properly trained and placed upon jobs which are within their physical capability, it has been our experience that these people are capable of efficient production and their absentee and accident rates are no less favorable than the record of employees who are not physically handicapped.

The Workmen's Compensation Insurance policy does not interfere with the employment of blind persons in industry.

We congratulate you on the excellent work that your organization does in assisting employers to select jobs which can be safely and efficiently carried out by a properly selected and trained blind person.

Cordially yours,

E. N. Lashmet
Vice President

ENL:az

QUAM-NICHOLS COMPANY

MANUFACTURERS OF

RADIO SPEAKERS AND EQUIPMENT

33RD PLACE AND COTTAGE GROVE AVE.

CHICAGO 16, ILLINOIS

B.M.A.

September 23, 1947

TELEPHONE
CALUMET 7313

Division of Vocational Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Attention of Mr. A. C. Scheltes
Supervisor of Training & Placement

Gentlemen:

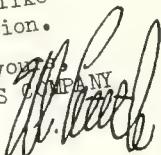
This is in reply to your letter of September 22 regarding Mr. Matthew Jasinski, an employee of ours whose employment was arranged by your representative Mr. Potas.

The writer has solicited the comments of Mr. Jasinski's immediate supervisor and also the factory superintendent. These people report that Mr. Jasinski was assigned a job on which it was felt his lack of sight would not be too great a handicap. The job consists of a very simple assembly operation. To date Jasinski has not achieved the speed of our very best operators but he is not below the average in this respect. His immediate supervisor states he is far above average in initiative and conscientiousness. In spite of his handicap which might be used as an excuse for a poor attendance record, our payroll files indicate that he has been neither absent nor tardy since he was employed. He is very well liked by both his supervisors and his fellow workers. He is quiet and pays strict attention to his work; he has never offered his handicap as an excuse for any deficiency.

Your representative, Mr. Potas, contacted both the writer and Mr. Carr, our Personnel Manager, in arranging employment for Jasinski. He stated his case extremely well and the management of this Company has at no time regretted its decision to give your service a trial.

If there is any further information you would like to have, your inquiry will have our prompt attention.

Very truly yours,
QUAM-NICHOLS COMPANY



Vice-President

MLittle/Y



SANFORD INK COMPANY

MAIN OFFICE AND FACTORY
BELLWOOD, ILL. (Chicago Suburb)
2740 WASHINGTON BLVD.
ESTEBROOK 4814 — BELLWOOD 2700

NEW YORK BRANCH
500 FIFTH AVENUE
ZONE 18
LONGACRE 3-0421

BELLWOOD, ILLINOIS

Writing Inks
and Adhesives

CABLE ADDRESS "SANFORDINK"
WESTERN UNION, LIEBERS, & A. B. C. CODES

Sept. 26, 1947

Division of Vocational Rehabilitation
528 South Wells Street
Chicago 7, Ill.

Attention: Mr. A. C. Scheltes
Supervisor of Training & Replacement
Gentlemen:

We have been very pleased with the work of Mr.
George Horvak.

He does assembly work which is in the form of
assembling brushes, cartons, and also performs
hand-capping operations. His work is as good
as the work of an individual with perfect vision.

I would also say that he creates a good effect
on the rest of the workers who like the fact
that they work with a blind man who is making
his own way in industry, and the seeing-eye dog
is attracted to them all.

Yours very truly,

SANFORD INK COMPANY


C. W. Lofgren,
General Manager

CWL:AA

SANFORD'S — THE WORLD'S MOST FAMOUS NAME IN INKS

CHICAGO TRANSFORMER DIVISION
ESSEX WIRE CORPORATION
3501 ADDISON STREET
CHICAGO 18, ILLINOIS
INDEPENDENCE 1120



October 20, 1947

Board of Vocational Education
Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Attn: A. C. Schettes, Supervisor of Training and Placement

Gentlemen:

This is to inform you that since 1943, we have employed a total of four blind men. These men are performing an operation in our Laminating Department, in which they insert small uniformly shaped pieces of steel around transformer coils.

As is the case with sighted workers, two of the men are considerably more capable in doing the work than their blind co-workers. Comparing this group with the groups of sighted workers on similar work, they produce as well as the average sighted worker. They do, however, require some additional attention during initial training for the work.

The two problems of turnover and absenteeism are no problems at all with respect to the blind-group, inasmuch as three of the present four men have been with us since the summer of 1943.

We trust that the above information will assist you in the purpose for which it is intended.

Very truly yours,

Wilson A. Franzen
Wilson A. Franzen,
Ass't. Personnel Mgr.

Assembling & Loading





ALLIS-CHALMERS MANUFACTURING COMPANY
MAIN OFFICE - BOX 512 - MILWAUKEE 1, WIS

Address Reply to Springfield Works • 1901 South Eleventh Street • Springfield, Illinois
Phone 29641

June 12, 1947

Mr. A. C. Scheltes,
Supervisor of Training and Placement
Division of Rehabilitation
State of Illinois
528 South Wells St.
Chicago 7, Illinois

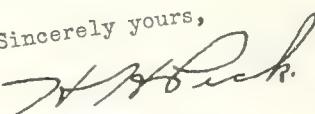
Dear Mr. Scheltes:

As you requested in your letter of April 15, we are inclosing a picture of Mr. Harold Lee Richards, a blind employe at the Springfield Works of the Allis-Chalmers Mfg. Co., together with the following statement which you may use as you see fit.

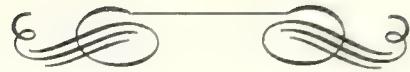
Mr. Richards began his employment with Allis-Chalmers on November 12, 1946, and has been a steady worker since that time. His job consists of filing burrs from the teeth of finished gears, and though it is a job in which a sighted worker has a distinct advantage, we find that the blind employe's work compares favorably with that of the average group.

His production rate is not as high as that of the sighted workers due to the fact he must feel each individual tooth of the gear, while the man who is blessed with sight can see several teeth ahead of the one on which he is working. His ability, however, to work steadily without distraction is perhaps one reason his production rate is comparable to that of the sighted worker.

His attitude at work is one of self support. He wants no sympathy and asks no favors. His safety record is comparable to that of our safest workers. In his six months' employment with our Company he has never been treated for a minor injury, nor has he been treated at the dispensary for anything other than a common cold. In the words of his foreman, "We are not at all sorry we hired him."

Sincerely yours,

H. H. Peck,
Personnel Manager

HHP/wl



MILLS

(Industrial Guidance Council)

4100 FULLERTON AVENUE • CHICAGO 39 ILLINOIS • CAPITOL 4000 • ESTABLISHED 1889

November 20, 1947

Mr. A. C. Scheltes,
Supervisor of Training & Placement
Div. of Vocational Rehabilitation
528 South Wells Street
Chicago, Illinois

Dear Mr. Scheltes:

Pursuant to your letter of November 17, regarding an employee of our organization who is blind.

He travels a considerable distance to report for work each day, using the Chicago Motor Coach and Chicago Surface Lines, with the help of his seeing eye dog.

This man's productivity on assembly is equal to that of other sighted workers. I will state that this man neither asks for, nor receives any special privileges from his fellow workers. He is regarded as, "One of the Boys."

This man has been working for the past two and half years on various assembly jobs that are rated. His production is about 90% of standard, however, the quality of his workmanship is in many cases just a little better than his fellow workers.

During the past two and half years this worker has been late for work only five times. He has been absent ten days, and this absence was incurred when he had an attack of flu.

Very truly yours,

MILLS INDUSTRIES, INCORPORATED

Robert E. Redell

Personnel Director

RER:AT

TUTHILL PUMP COMPANY

TELEPHONE
REGENT 7420

939 EAST NINETY-FIFTH STREET

CHICAGO 19, ILLINOIS

CABLE ADDRESS
"TUTCO"

December 4, 1947

Division of Vocational Rehabilitation
528 South Wells Street
Chicago, Illinois

Attention: Mr. A. C. Scheltes
Supervisor of Training & Placement
Division of Rehabilitation

Gentlemen:

You recently wrote us regarding Vincent Norkus a visually handicapped employee.

We are happy to inform you his attendance has been perfect and his attitude has been completely satisfactory. As far as his production is concerned, a review revealed that for the last working period he produced 146.3% over standard.

We consider him a definite asset to our organization. If any further information is desired, please feel free to call upon us.

Yours very truly,

TUTHILL PUMP COMPANY

H. C. Grabow
H. C. Grabow
Personnel Manager

HCG/k

CHESAPEAKE 2000



CINCH MANUFACTURING CORPORATION
2335 WEST VAN BUREN STREET CHICAGO 12, ILLINOIS
COMPONENT PARTS
AUTOMOTIVE ELECTRONIC AERONAUTICAL

December 12, 1947

Board of Vocational Education
Division of Vocational Rehabilitation
528 South Wells Street
Chicago, Illinois

Attention: A. C. Scheltes
Supervisor of Training & Placement

Gentlemen:

At the present time we have 2 totally blind people working for us. One is Charles Mullen residing at 2542 North Drake Avenue, who has been in our employ since November 9, 1942. During all this time he has been a kick press operator in our Assembly Department. As far as I know he has never suffered any injury while at work. His production has justified his receiving the top rate on this particular job and we consider him one of our above average workers.

Lillian McDonald, who resides at 1350 Argyle Street, has been in our employ since November, 1942. During all this time she has been a kick press operator. Her production has justified her receiving next to the top rate in that particular job.

I believe the presence of these 2 people has improved the morale of the department in which they work. Their absentee record is good and their attitude and behavior is above reproach.

Very truly yours,

R. G. Kimbell
Personnel Manager

RGK:FB

Nick Cross Operator



Manufacturers of
Kimball Pianos

W.W. KIMBALL COMPANY • 90TH YEAR

KIMBALL HALL - CHICAGO 4 - WABASH at JACKSON BLVD.



HARRISON 4010

Established 1857

May 13, 1947

Division of Rehabilitation
528 South Wells Street
Chicago 7, Illinois

Att: Mr. A. C. Scheltes,
Supervisor of Training and Placement

Gentlemen:

In answer to your letter of May 2nd, I wish to state as follows:
We employ three blind tuners at present.

Lawrence Buroker, totally blind, married. Began in the Tuning Department March 3, 1947. His record shows him to be an able and efficient workman, keeping well up in production, earning weekly bonuses which are based on increased production, coupled with quality workmanship. He has also had his base rate increased. His attendance record is good and he gets along nicely with other men.

The Union is cooperative and so are Union fellow employees. Tuning is non-dangerous, therefore, no greater insurance risk.

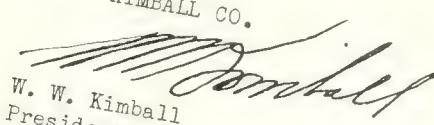
Carl Kunter, partially blind. Began at this plant October 8, 1945. His record almost parallels that of Lawrence Buroker, also married and working in the Tuning Department. He is a bonus participant and has had base rate increases.

Rex Austin, totally blind, not married. Began work July 27, 1945. He is a particular tuner although his production record is not quite the same as the formerly mentioned men. Nevertheless, he is a good workman. He is striving for bonus earnings, has had a pay increase. Uses his Saturdays as Scout Leader.

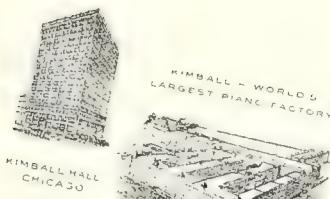
Tuning pianos, in short, consists of refined accurate tuning after a piano is structurally complete and completely regulated. It requires the different pitches and the equalization of tones by tuning intervals, unisons, and octaves called equal temperament tuning, also octaves above and below the temperament octave.

We feel that we can recommend totally or partially blind men for factory work such as we have outlined above, and no doubt there are many types of jobs in which the blind can actually excell. However, it should be pointed out that there may be some special attention needed, such as getting the man to and from his point of work, and also seeing that the work is delivered to him promptly and without having to depend upon him for this in any way.

Very truly yours,
W. W. KIMBALL CO.


W. W. Kimball
President

Continuously under Kimball Family
Ownership and Management... for 90 Years,



HANDICAPPED WORKERS HAVE LESS ABSENTEEISM THAN THE ABLE-BODIED...

55% LESS ABSENTEEISM THAN NON-HANDICAPPED

40% SAME ABSENTEEISM THAN NON-HANDICAPPED

5% MORE ABSENTEEISM THAN NON-HANDICAPPED

Survey by office of Vocational
Rehabilitation of 100 Employers
of Handicapped Workers.

DISABLED WORKERS STAY ON THE JOB LONGER!

82% STAY LONGER THAN NON-HANDICAPPED

16% STAY AS LONG

1% HAVE POORER RECORD THAN THE NON-HANDICAPPED

A VISUALLY HANDICAPPED WORKER CASE IS NOT "CLOSED" UNTIL BOTH HE AND HIS EMPLOYER ARE SATISFIED WITH ONE ANOTHER.



MANUFACTURING COMPANY
1832 IRVING PARK ROAD, CHICAGO 13, ILL., WELLINGTON 5800
Manufacturers of Drapery Hardware

April 29, 1947

Division of Rehabilitation
528 South Wells St.
Chicago, Illinois

Attention: Mr. A. C. Scheltes, Supervisor of Training
and Placement

Gentlemen:

Some time ago your Mr. Charles Gratten, Industrial Specialist for the Division of Rehabilitation, placed three blind persons in our organization. At the time we employed these people, over five months ago, we were very much interested in the possibilities of the blind in industry. After this five month experience, we realize more than ever the potentialities of these handicapped people which are too often overlooked.

In our first discussion with Mr. Gratten, we expressed our desire to place these individuals on jobs to suit their particular capability rather than necessarily what they had done or what it was believed years ago a blind person could do.

Working on that basis, our blind employees were placed on such operations as spot welding, belt sanding, operating drill presses, kick presses, assorting and counting, wrapping and packing and peeling and cleaning plastic parts.

Mr. Gratten's assistance in finding the right person for the right job and his guidance in training them was of great value to us. Although from the beginning it was our belief that our blind employees should be treated the same as their sighted co-workers, that is, not be made to feel different nor be held back when they were capable of going forward, Mr. Gratten's cooperation and views as a blind person were reassuring and helpful.

It has been our experience that when a capable blind person is placed on a job in which sight is not essential, he produces as well or better than a sighted worker of the same capability. We have found our blind employees to be anxious to be independent and to strive to do a job well when given an opportunity to produce. Their determination and enthusiasm for a job well done has been a tonic to those of us who have not always appreciated our faculties nor made the most of them.

There was no increase in insurance rates due to the addition of the blind workers.

In closing, we wish to thank your office and Mr. Gratten for the fine cooperation which you have extended us and to again assure you of the gratifying results we have experienced with our blind workers.

Very truly yours,

PLASTI-GLO MANUFACTURING COMPANY

J. L. Golding,
Manager

J. L. Golding
J. L. Golding
Manager
PLASTICS FOR INDUSTRY

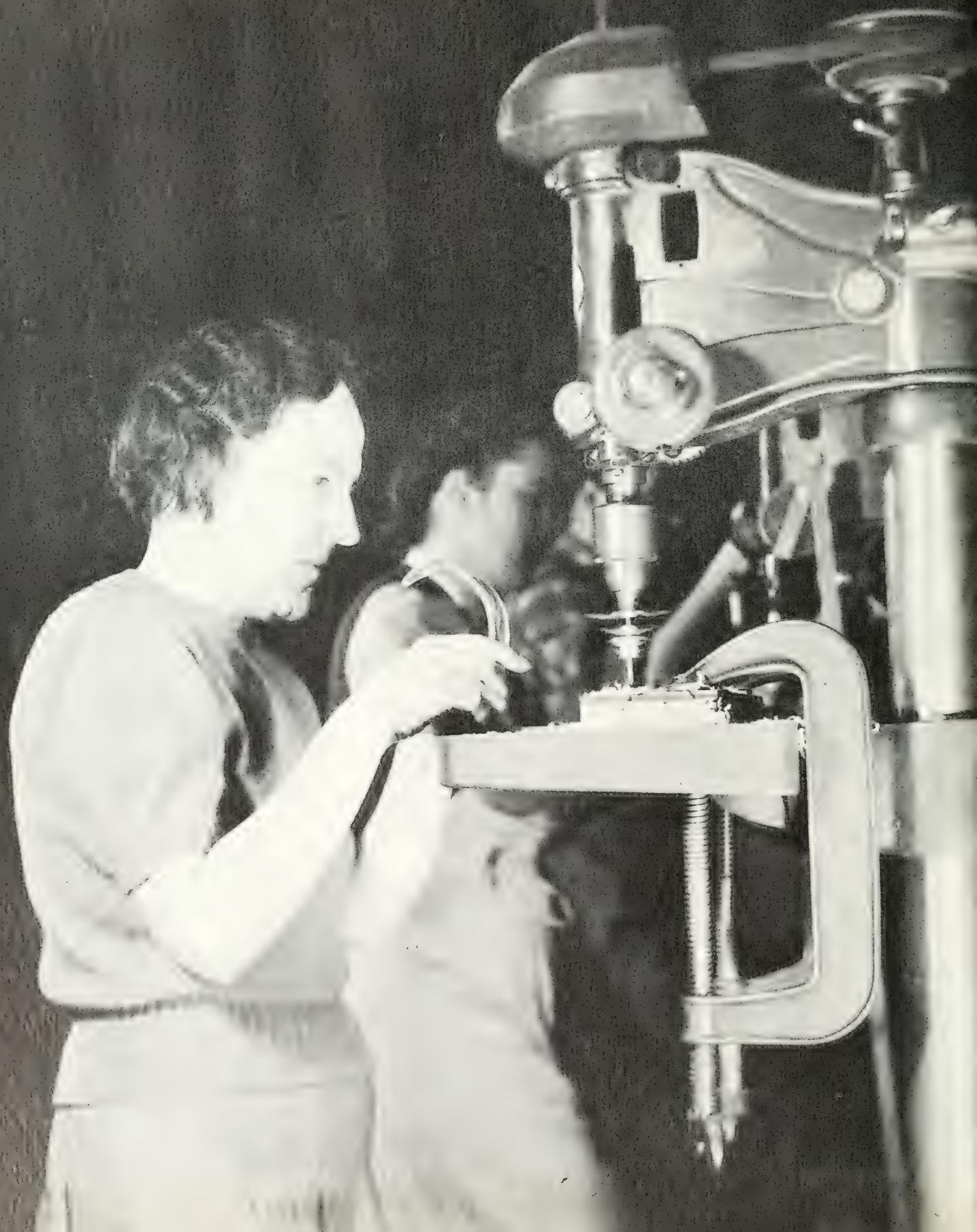
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PRECISION FABRICATORS OF PLASTICS FOR INDUSTRY

Spot Welder



Drill Press Operator



SAWYER BISCUIT COMPANY

DIVISION OF UNITED BISCUIT COMPANY OF AMERICA
1029-1049 WEST HARRISON STREET
TELEPHONE HAYMARKET 5160
CHICAGO 7, ILLINOIS

December 22, 1947

Mr. A. C. Scheltes
Supervisor of Training and Placement
Division of Rehabilitation
528 S. Wells Street
Chicago 7, Illinois

Dear Mr. Scheltes:

This is a late reply to your letter that was misplaced.
Enjoyed meeting you the other night and hope this letter will
aid you in your work.

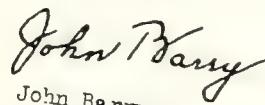
Miss Hilda Belchlovek, who was placed here by your
organization is a very capable young lady. Her work record to
date is listed: Ability - Good; Conduct - Excellent; Attendance -
Excellent; Production - Good. Our employees are rated on the
basis of excellent, good, fair and poor.

Her work consists of filling narrow conveyors with
cookies from wide conveyors, said conveyors running crosswise
of each other.

She gets along wonderfully with the other girls and is
treated as one of the group working in that same department.

Very truly yours,

SAWYER BISCUIT CO., Div. of
United Biscuit Co. of America


John Barry

John Barry
Personnel Manager

JB:vt

Wrisley
SOAPS AND
TOILETRIES

December 18, 1947.

State of Illinois
Division of Rehabilitation
528 South Wells Street
Chicago, Illinois

Attention: Mr. Scanlon,
Supervisor of Training and Placement

Dear Mr. Scanlon:

Mr. William Roy has been working for our company since September 7, 1943. In spite of his blindness, Bill Roy has done a very satisfactory job on anything where we felt we could place him. A considerable part of his early service with us was on what we call our salt line. The operations on this line consisted of

a. filling 4-lb. cloth bags of perfumed Bath Crystals as one of the operations

b. pounding the bags to compact the crystals so that the crystals would not settle after the bag was closed and leave it in a loose or sloppy condition, and

c. packing the bags into corrugated shipping cases.

The men on this operation alternated on these three portions of the line work, and Bill Roy was able to do his part as well as any of the other boys on the line.

The filling operation consisted of picking an empty bag from a pile set near the operator, opening the mouth of it and placing it around the nozzle from a filling device, placing the filled bag on to a conveyor belt, at the same time picking up the next empty bag for the next filling operation. Bill had a very good sense of timing and was able to do this work as well as a person with his vision. Same held true on the pounding operation on the belt itself, as well as on the packing.

When the demand for this particular item slackened off and the work was discontinued due to other methods of handling, Bill was put on to one of our production lines capping bottles. It was at this time that we received first intimation that Bill was not satisfied because he felt this was girl's work and that he was capable of doing a man's job. However, there was no other work that we had that we felt that we could put him on, but knew he could do this kind of work satisfactorily. At odd times we also used Bill in a roustabout gang unloading freight cars and I particularly wish to mention that when we had chip board used in making our setup paper boxes, Bill was able to work with another man moving the bundles of chip board out of the car and laying them on to a skid platform to be hauled away to proper locations and using his sense of feel, he was able to tell the proper direction of the grain of the board and know just how to lay it on the platform.

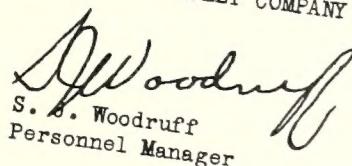
We do not feel that we have too many places that we can use Bill, because of the fact that although folks recognize his blindness and try to be helpful, nevertheless we do have motorized transport trucks running in the aisles of our plant and even though the operators try to use all safety precautions, we would not have Bill or anybody without his sight using the aisles where this type of equipment is operated and thus, put him technically into a hazardous position.

Bill advised us some while ago that he was going to trade school in order to become competent at machine operations because he felt that that was more in line with a man's work and he although not saying so in so many words, feels that he is capable of doing man's work. We have every respect for Bill and his ability, but at the same time feel the jobs that we can put him on are somewhat limited.

Bill's attendance has been very good, but I believe any dissatisfaction that he may have, may stem from several sources. First, the inability to keep him on a machine job because of the nature of our work; second, his optimistic feeling that he can do anything that a man with vision can handle.

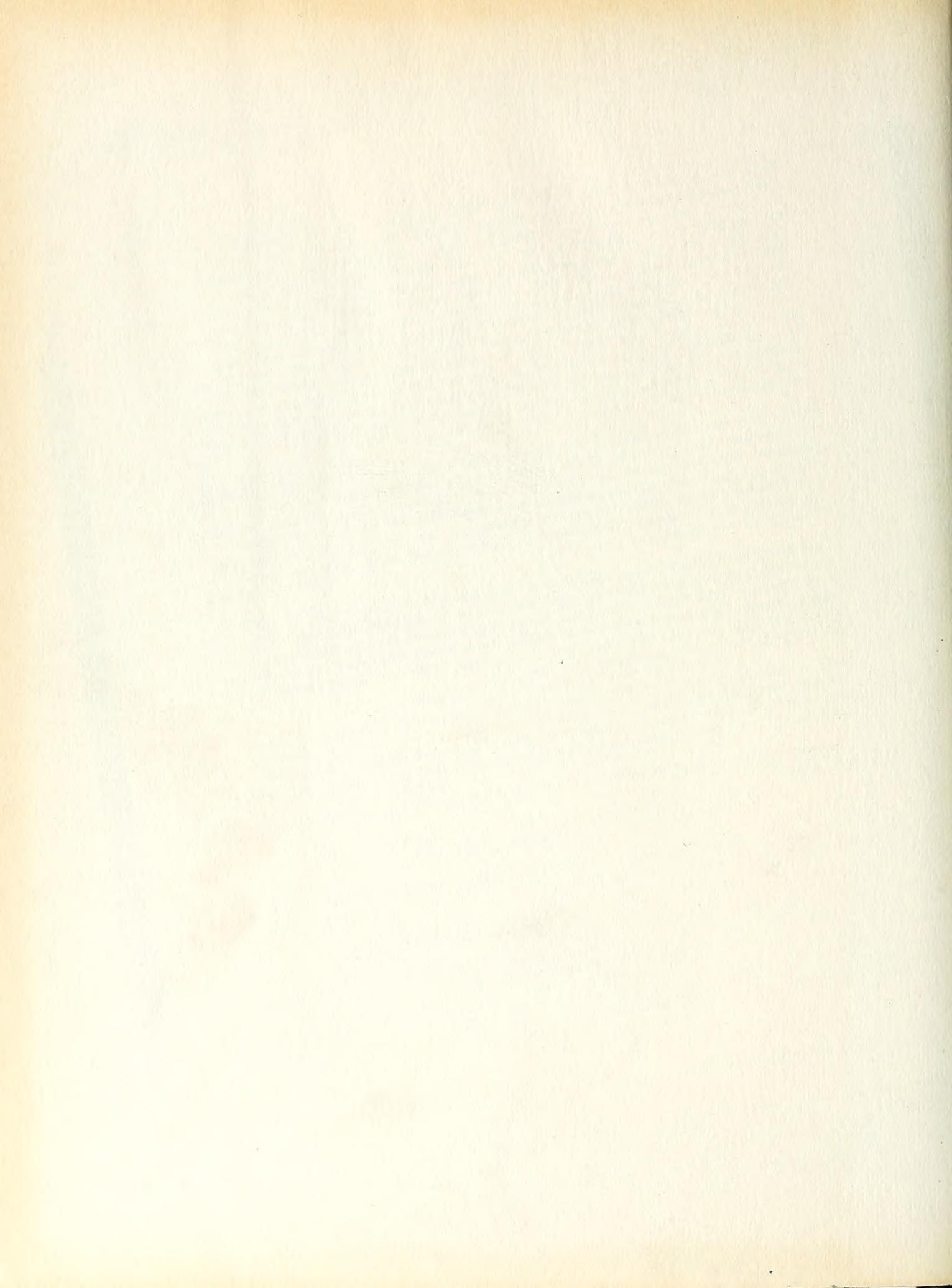
I am very happy to highly recommend Bill Roy because of our experience with him.

Sincerely yours,
ALLEN B. WRISLEY COMPANY


S. B. Woodruff
Personnel Manager

SJW/dhd

ALLEN B. WRISLEY COMPANY, 6801 WEST 65th STREET, CHICAGO 38, ILLINOIS



HV1711

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Ill. Div. of Voc. Rehab.
Industry at their finger tips;
efficiency of blind workers....

Date Due

HV1711

c.1

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ILL. Div. of Voc. Rehab.

AUTHOR

Industry at their finger tips;

TITLE

efficiency of blind workers ...

DATE DUE

BORROWER'S NAME

~~Nov 7 1960~~ *Ronald Langdon*

Reference Copy

